

## Bulletin

## INSIDE

## Deviance

A new book considers how society is affected by the media's definition of news.

PAGE 7

## Faculty salaries

The mediator's proposal for salary and benefit increases, ratified last week by Governing Council.

PAGE 8

## Psychiatric research

A \$7.5 million scanner will show doctors at the Clarke Institute the workings of the human brain.

PAGE 9

## Forum

The new Copyright Act may move universities to negotiate with copyright owners' collectives.

PAGE 13

## Two-year agreement with UTFA

Faculty members and librarians will receive a 4.2 percent basic salary increase in 1987-88 and a five percent increase in 1988-89 under an agreement between the University and the faculty association ratified by Governing Council on May 21. The basic increases will be augmented by merit increases, known as PTR (progress through the ranks).

The faculty association ratified the settlement, reached with the assistance of mediator Martin Teplitsky, a Toronto lawyer, early in May.

Under the agreement the pension indexation level will rise to 60 percent of the national Consumer Price Index or by CPI minus four, whichever is greater. In addition, benefits paid to pensioners who retired prior to 1985 will rise in amounts ranging from two to 15 percent, depending on the date of retirement. Those who retired after July 1, 1985 will receive no increase other than that provided for by indexation.

The increased pension benefits will cost about \$70 million. They will be paid for from the portion of the existing pen-

sion plan surplus of about \$100 million attributable to faculty and librarians. The faculty association has agreed that the University may use pension surpluses to reduce its contributions to the pension plan.

The University will establish a Pension Advisory Committee with two UTFA representatives and representatives of other participants in the plan. If such a committee is not established, two persons appointed by the faculty association will exercise the rights of the committee. The pension committee will have the right to review the performance of the pension fund and make recommendations to the Presidential Investments Advisory Committee regarding investment policies.

The University and UTFA have also decided to establish a committee to make recommendations concerning the appropriate salary structure for tutors, senior tutors and instructors.

The new agreement also provides for:

- a \$350 across-the-board increase, in addition to the regular July 1 increase, for tutors and senior tutors who make

less than \$50,000 a year

- two extra vacation days for librarians with at least five-years' service
- improved long-term disability benefits
- dental benefits based on the Ontario Dental Association fee schedule for 1986

and 1987 in the first and second years respectively

- detailed consideration of promotion when associate professors reach their salary ceiling unless they do not wish to proceed to detailed review.

Provincial budget news  
'commendable': Connell

The University of Toronto will receive an estimated \$3.7 million for capital projects from the province next year, compared with the \$1.8 million it received this year, Alec Pathy, vice-president (business affairs), told the May 21 meeting of Governing Council.

In his report to Council, President George Connell said that while the new money falls short of the need, the increase is "substantial and commendable."

The preliminary estimate of the University's share of the money is based on the announcement of capital spending contained in the May 20 provincial budget.

Ontario Treasurer Robert Nixon has promised \$66 million in capital funds for universities next year, up from \$25 million a year earlier. Of the total, \$37.4 million has been designated for on-going projects, \$8.6 million for new ones and \$20 million for renovations. Three capital projects are now under construction at the University: the Bora Laskin Law Library, the Earth Sciences Centre, and the Scarborough College

soil erosion laboratory.

Connell reported on a new \$5 million-a-year government program to lower fees for 1,000 visa students in graduate studies in Ontario from about \$6,800 a year to \$1,500 a year, the average amount paid by Canadian graduate students.

"Given the importance of graduate studies at this university it can be expected that a substantial number of the graduate students obtaining fee remissions will be at the University of Toronto. This is a very important development for our graduate program," Connell said.

Council approved construction of a five-level, 450-space parking garage on the west side of the Koffler Student Services Centre, just north of College Street, at a cost of \$6.2 million.

Government appointee Douglas Grant said he hoped Council had not approved "the Taj Mahal of parking garages." Gerald Townsend, chairman of the Business Affairs Committee, assured Grant that the garage would be built as economically as possible.

UTSA campaign could last  
six months, says Askew

The University of Toronto Staff Association will not set a time limit on its campaign to become certified as a local of the Canadian Union of Public Employees (CUPE).

However, UTSA president David Askew said he thinks it is desirable to apply for certification within six months, before application cards become dated. Cards older than six months are usually considered unreliable indicators of employee wishes by the Ontario Labour Relations Board, the body that rules on applications for union representation.

"We'll have a better idea after constituency meetings how long the campaign might take," Askew said. Five meetings on the Erindale, Downsview and downtown campuses are scheduled for this week. Four meetings took place

on the St. George and Scarborough campuses last week.

Askew said the meetings are a forum for University administrative staff to ask questions concerning certification

See UTSA : Page 2

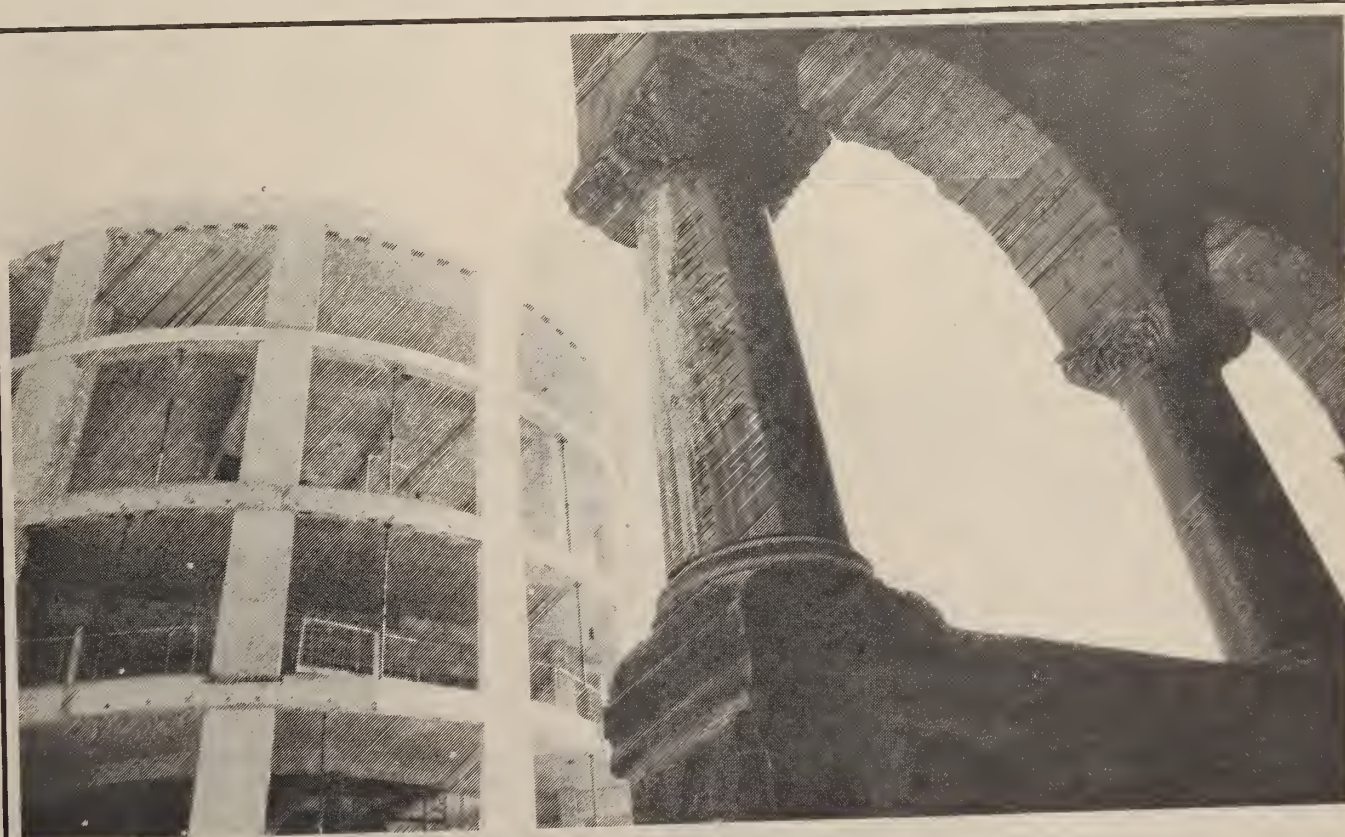
Harassment  
policy passes

After many months of negotiation and debate, the University has a policy against sexual harassment.

Approved by Governing Council on May 21, the policy stipulates that complaints of harassment must be filed within four months of the date of an alleged incident.

President George Connell said that while the four-month time limit was not the administration's first choice, it was "the best possible outcome in these cir-

See HARASSMENT : Page 2



## Contours and curves

The half-finished library of the Earth Sciences Centre stands by the older arches of the Bancroft Building. For other photographs of the centre under construction, see page five.



and local membership in CUPE. In addition, UTSA's 1987-88 salary and benefits proposals will be presented.

UTSA set up tables in the lobby of Sidney Smith Hall the week of May 11 to allow those who have decided in favour of certification to sign union application cards. Askew said he expects a relatively rapid initial influx of applications, followed by a longer campaign for support.

UTSA would remain an independent association until certification was achieved, he said. It would then become part of CUPE, with a local constitution consistent with that of the national union. The appearance of a second CUPE local at the University would not alter the status of CUPE 1230, which represents library workers, Askew added.

While most campaign activity will be carried out by UTSA volunteers, CUPE has provided money for one full-time organizer and several part-time clerical staff, Askew said. UTSA has hired Laura McConkey, a recent graduate of the University's Centre for Industrial Relations, to fill the former position. The association also has access to the CUPE research department. Askew said he knew of "no new initiatives" for a meeting with President George

Connell or Alec Pathy, vice-president (business affairs), to consider the relationship between the University and the administrative staff. However, University and UTSA representatives have met to set meeting dates to discuss 1987-88 staff salary and benefits. The first meeting will take place at the end of May or beginning of June, Askew said.

UTSA's campaign for certification began May 1 following a decision at the association's annual meeting to seek union status. Under the Labour Relations Act a union is automatically certified, without a supervised vote, if 55 percent of employees eligible to join the union have signed cards. (Eligibility for inclusion in the bargaining unit is determined by the board, usually when an application for certification is made.) If between 45 and 55 percent sign cards, the labour board will conduct a vote and if more than 50 percent of those who vote, vote in favour, the board will certify the union to represent all of the employees in the bargaining unit.

## Next Bulletin

The next issue of the *Bulletin* will be published June 15.

The deadline for receipt of events and booking of display ads is *June 1*.

Editorial material and classified ads should be in the *Bulletin* offices at 45 Willcocks St. by *June 5*.

## Harassment

Continued from Page 1

cumstances." The matter required negotiation with UTFA and negotiation entailed compromise, Connell said.

The University will hire a sexual harassment officer to help resolve disputes arising from complaints and provide information and advice on the issue. In exceptional circumstances, the officer may extend the time limit on complaints to six months.

Provost Joan Foley said the University would consider a full-time appointment if there appeared to be enough demand for the person's services to warrant the additional expenditure. The current plan to establish a part-time position is based on a survey of other universities with sexual harassment officers, the provost said.

The whole policy, not just provisions for time limits, would be reviewed before the end of the first two years, Foley said.

Governing Council had decided on March 9 to refer the policy back to the administration to see if a longer time limit could be negotiated with UTFA. Under the Memorandum of Agreement with the faculty association, policies that may involve disciplinary measures against a faculty member are subject to negotiation.

Speaking on behalf of staff and student groups, Terry Johnston, liaison officer of the Association of Part-Time Undergraduate Students, urged Council to reject the policy on the ground that the four-month limit provides inadequate protection for victims.

UTFA president Michael Finlayson said the four-month limit was the result of negotiations and that it was an acceptable compromise. The faculty had originally wanted a two-month limit on complaints. "We gave up some things and we got some things and the result is an agreement by both parties," he said. The review of the policy will help determine what modifications are necessary, Finlayson added.

Council member Claire Johnson, a part-time student, said the policy should contain a six-month limit on complaints. In addition, the sexual harassment officer's position should be full-time, rather than half-time. A full-time officer

would be able to carry out a program of education, as well as the other duties.

Undergraduate Brian Burchell said he supported the policy because "an imperfect policy is better than no policy at all." Burchell said the history of discussions of the policy by Council pointed to problems in governance. Graduate student Fawn Currey said the administration was ignoring the wishes of Council by bringing to it the same policy that had been sent back for renegotiation March 9.

Alumnus Miller Alloway said it should be possible to establish a policy outside the provision of the Memorandum of Agreement. Alloway said too much weight was given to the possibility that a grievance might be launched in the event of sanctions imposed by the policy.

Connell said a grievance decision would overrule one made by Governing Council. In approving a memorandum with faculty, he said, Council had placed constraints on its ability to enact legislation that involved disciplinary procedures.

## Lancashire vice-provost for year

Professor Anne Lancashire of the Department of English has been appointed a vice-provost for the period July 1, 1987 to June 30, 1988. She replaces Vice-Provost Brian Merrilees, whose term ends next month, and will also assume some of the staff-related responsibilities of Vice-Provost David Cook, who will be on sabbatical leave.

Lancashire was acting chairman of the Department of English in 1983-84. She has served in many other administrative positions, among them chairman of the Transitional Year Program provostial review committee in 1985-86, chairman of the advisory board of the Faculty of Education from 1982 to 1984, and assistant to the dean of the School of Graduate Studies from 1974 to 1976. Her field is English drama to 1642.

## Royal Society honours

Ten U of T faculty members are among the 50 distinguished Canadian humanists and scientists elected fellows of the Royal Society of Canada this year.

They are: Professors Richard Ericson, Centre of Criminology; Christopher Jones, Department of Classics; Michael Marrus, Department of History; James McConica, president of the University of St. Michael's College; Michael Trebilcock, Faculty of Law; Thomas Bloom, chairman, Department of Mathematics; Charles Hollenberg; vice-provost, health sciences; Nathan Isgur, Department of Physics; Aser Rothstein, director of the Research Institute, Hospital for Sick Children; and Stephen Tobe, Department of Zoology.

They will be inducted into the society at its annual meeting at McMaster University May 31.

The society has also announced that three U of T faculty have been awarded Royal Society Medals. Professor Alexander McLean of metallurgical engineering and materials science has been given the Thomas W. Eadie Medal in recognition of major contributions to his field. McLean is cited for lasting contributions to the metallurgical engineering of steelmaking and his international reputation in research and teaching in the field of physical chemistry of iron and steelmaking. He is the founder and director of the Ferrous Metallurgy Research Group at U of T, which has become a leader in North America in the study of the chemical and physical aspects of steelmaking.

Professor James Arthur of mathematics receives the John L. Synge Award for outstanding research in the mathematical sciences, usually awarded to a researcher under 40 years of age. Arthur's principal contribution to mathematics has been his derivation of the Selberg trace formula for groups of rank higher than one, an important device in the analytic theory of automorphic forms. His distinguished research has made him a significant contributor to the contemporary trend toward unification in the highest levels of pure mathematics, where it is now possible to disentangle any one aspect —

analysis, algebraic geometry, algebra, topology or manifold theory — from the combined whole.

Professor Kenneth Hare is co-winner of the Sir William Dawson Award for his pioneering work in climatology. The prize, awarded for the first time, is given for important and sustained contributions by an individual in at least two different domains in the general areas of interest of the society or in a broad academic domain that transcends the usual disciplinary boundaries. Hare's early work at McGill University on northern climate is recognized as the first qualitative examination of climate carried out in Canada and had led to many new concepts, such as the zoning of the boreal forest, climate dynamics and the distribution of open water in the Arctic. This research later expanded to include topics of fundamental meteorology such as atmospheric circulation, ozone distribution and disturbances of the stratosphere. At U of T, Hare has applied his knowledge to some of the most pressing problems of modern society: acid rain, lead emissions, and the possible catastrophic effects of "nuclear winter". Hare shares the prize with Gerard Dion of Université Laval.

## Katherine Wales memorial fund

A fund in memory of Katherine Wales, who died in December, has been established to support the Canadian theatre collection in the Thomas Fisher Rare Book Library. Miss Wales had been head of the reference department and had worked for the library for 41 years, retiring in 1972. She was a devoted supporter of the arts in Canada, particularly the theatre.

Contributions to the Katherine Wales Memorial Fund should be directed to Alan Horne, coordinator of library development and public affairs, at the University of Toronto Library, 130 St. George St. Cheques should be made payable to the University of Toronto.

## Physicists' congress at U of T next month

U of T's physics department will host the 1987 congress of the Canadian Association of Physicists from June 15 to 17. Some 800 physicists will attend the meeting, at which over 325 contributed papers and 75 invited papers will deal with all areas of pure and applied physics.

A highlight of the congress will be the June 17 symposium on high transition temperature superconductors. Symposium speakers include: Philip Anderson of Princeton University, a Nobel laureate and one of the world's leading condensed matter theorists; Bertram Batlogg, head of materials research at the AT&T Bell Laboratories in New Jersey; George Crabtree, a member of the superconductor group at Argonne National Laboratory in Chicago; and Jules Carbotte of McMaster University, which has one of Canada's most active research programs on superconductors.

John Polanyi, University Professor of chemistry and Nobel laureate, will give an address at a banquet to be held at Hart House on June 16. Allan H. MacDonald, a condensed matter theorist at the National Research Council Laboratories and a U of T PhD, will receive the Herzberg medal, awarded annually by the association to a physicist under 40. U of T undergraduate Martin Regehr will receive first prize for his performance in this year's CAP prize exam, given across Canada.

Among other special events will be a June 16 symposium on recent developments in density functional theory. A June 15 session on nuclear power will discuss Canada's research in fusion and the lessons to be learned from the nuclear accident last year at Chernobyl.

For further information on the conference, call Professor Allan Griffin (978-5199, 978-7135).

## Hollenberg re-appointed vice-provost

Dr. Charles Hollenberg, who has served as vice-provost, health sciences, since 1983, has been reappointed to the post for a two-year term from July 1, 1987 to June 30, 1989. Director of the Banting & Best Diabetes Centre, Hollenberg came to U of T in 1970 as Sir John and Lady Eaton Professor of Medicine and chairman of the department and physician-in-chief of the Toronto General Hospital. He was appointed to the Charles-Herbert Best Chair of Medical Research and named director of the diabetes centre in 1981.



# Broad-based campaign would meet need for ongoing support: Cameron

The University's major fundraising campaign will be launched early in 1988 and will seek more than \$85 million.

David Cameron, vice-president (institutional relations), said the exact launch date and target will be set in the next several months on advice from the campaign planning committee, chaired by Don Fullerton, chairman and chief executive of the Canadian Imperial Bank of Commerce.

The general date and target were suggested in a report, released last July, by fundraising consultants Marts & Lundy, of New Jersey, hired by the University to study the feasibility of the campaign.

Cameron said the scope of participation by the various University constituencies has yet to be determined, but he thinks an inclusive effort will serve the University's need for sustained and increased private support better than a tightly focused one.

An inclusive campaign would involve all the current or planned campaigns, such as those of the federated colleges and other constituencies in addition to the annual Varsity fund solicitation. The money raised would fund a larger number of programs and projects, many defined at the divisional level, within the context of University-wide objectives.

A focused campaign would involve only the centrally-organized solicitation and would be designed to meet a smaller number of defined needs — several new building projects, a scholarship fund, and some major research projects, for example — rather than broad institutional objectives.

"If you really were focusing on specific things that were going to make all the difference as you saw it, it would make sense to have a focused campaign," Cameron said. "But we're not saying we need a little help on this or that project, we're saying we need ongoing support if we are to reach the level of quality we aspire to."

The over-all campaign target will help determine constituency targets and will in turn be influenced by them. "The comprehensive model is more all encompassing, which is desirable if you want to involve as many people as possible in the campaign. If you set a target as a constituency to double or triple your annual giving and increase your participation rate over the five-year period, that's a campaign achievement."

Questions of access to potential donors and the distribution of the

money garnered will arise regardless of the scope of the campaign, Cameron said. "It's a difficult and complicated business to sort all that out. But those problems are generic to campaigns, not specific to one or the other model."

Discussions with Victoria and Trinity on coordinating fundraising activities have been completed and those with St. Michael's are nearing completion, Cameron said.

The campaign planning committee, announced Jan. 22, consists of Cameron and Fullerton; Frank Logan, CIBC vice-chairman; St. Clair Balfour, Governing Council chair; Joan Randall, Council vice-chair; Chancellor John Aird; Presi-

dent George Connell; Adam Zimmerman, president of Noranda Mines, who leads the campaign to raise funds for the Earth Sciences Centre; Malim Harding, Varsity Fund chair; William Farlinger, chair of the Presidents' Committee; and David McCamus, president and chief executive officer of Xerox, a leader of the Victoria College campaign.

The structure of the campaign organization is currently undergoing refinement. The campaign chair will work with a small planning committee and an advisory board made up of leaders from business and the external community in general.

A steering committee will be con-

stituted of the chairs of the sectoral efforts — foundations, alumni and other individuals, for example. The corporate campaign will be subdivided according to sector, with separate campaign leaders for each, to provide maximum coverage.

As the campaign proceeds through the official launch, the organization may well adapt in response to unexpected benefactors, University needs and other contingencies, Cameron said.

Staff appointments for three major areas — corporations, foundations and individuals — were announced May 11. (See page 9.) William Straitton, form-

See CAMPAIGN : Page 4

## UC peace chair endowment

Two U of T alumni have pledged a total of \$600,000 for a chair in peace and conflict studies at University College, Principal Peter Richardson has announced.

The "wonderfully generous" pledge from Vern and Elfrieda Heinrichs means that nearly half of the \$1.3 million endowment required for the establishment of the chair is assured, Richardson says.

Vern Heinrichs, president of Noramco Management Group, a company involved in industry, commerce and natural resources in Canada, the US and Europe, received a degree in engineering from U of T in 1958 and an MBA in 1962.

His wife, Elfrieda, a high school teacher, is a 1959 honours history graduate of Victoria College. She is a director of the Ontario Choral Federation and the Oriana Singers and a classical pianist.

They have been active in Toronto charities, particularly those for the handicapped. Vern Heinrichs is chairman of the Ceci Heinrichs Foundation for Developmentally Handicapped Children, was founding chairman of Cathedral Court Cooperative Homes Corporation and Ceci's Homes for Children, and is a past president of Epilepsy Ontario.

Both Vern and Elfrieda Heinrichs are children of Mennonites who had to flee the Soviet Union because of their refusal to bear arms. In a prepared statement explaining their gift to UC,

the couple emphasized the Mennonite tradition, which impressed upon them the importance of active peace-making and reconciliation.

"It is our wish that the donation we have made to the University will assist young people to find rational ways of coping with conflict. Conflict cannot be avoided, but the way in which it is resolved holds the key to our humanity if not to human survival."

They believe the UC program will prepare leaders "not only for Canada but also for other nations." Their interest in it can be attributed in some measure to their friendship with Professor William Klassen, visiting professor of peace and conflict studies at UC and director of funding for the program. In the 1960s, they attended Klassen's graduate seminar, which dealt with questions of religious identity, at a Mennonite seminary in Indiana. Subsequently, they invited him to give such a seminar in Toronto.

The couple hopes their gift will spur

further donations to the endowment fund. UC will now seek a matching grant from the federal government. Because the program is not eligible for matching funds under the government's industry-university matching grants scheme, the college is asking for a special grant.

According to the original strategy for the establishment of the program, the \$1.3 million endowment required to provide enough interest to appoint a professor to the chair should be in place by 1992. In the meantime, Klassen needs to raise about \$100,000 annually for teaching and research in the program. Professor Anatol Rapoport teaches the program's two courses on peace and conflict; other courses in the program are drawn from a variety of disciplines.

The gift from Vern and Elfrieda Heinrichs has helped stimulate contributions from other people, Klassen says. "Once you have this size of commitment, people see that the program is viable and they start giving."

## Judgment reserved in retirement appeal

The Ontario Court of Appeal has reserved judgment in an appeal of a ruling by the Ontario Supreme Court that universities are within their legal rights to enforce retirement at 65. A professor and a librarian from U of T, Norman Zacour and Ritvars Bregzis, are among the eight applicants for a reversal.

The appeal was heard earlier this month by five judges: Chief Justice W.G. Howland, Mr. Justice Lloyd Houlden, Mr. Justice Donald Thorson, Mr. Justice Gordon Blair and Mr. Justice Duncan Finlayson. Ordinarily, appeals are heard by three judges, but this case is considered of particular importance to the general public and the legal profession. The case was allotted three days.

Mr. Justice Gibson Gray of the Ontario Supreme Court had ruled that mandatory retirement was discrim-

inatory according to the Charter of Rights and Freedoms, but that Section 1 of the Charter justified the discrimination. Section 1 says that rights are subject to limits justifiable in a free and democratic society. The legal implication of the ruling is that once one side proves discrimination the other side must prove it justifiable.

Thirteen other U of T professors have signified to the administration their reluctance to retire and the University has agreed that however the case was disposed, these people would be treated as though they had been part of it. Actions have been started by about 16 academics forced to retire from other universities in the province, said Howard Epstein, executive director of the Ontario Confederation of University Faculty Associations, but these cases are being held in abeyance.



## The re-discovery of insulin

A four-hour, two-part miniseries based on *The Discovery of Insulin* by U of T history professor Michael Bliss is being produced by Gemstone Productions, a Toronto firm, for the CBC and Thames Television. It will be shown in Canada in 1988-89 and in the UK in the spring of 1988. The film stars R.H. Thomson as Sir Frederick

Banting, Robert Wisden as Charles Best, Martha Henry as Antoinette Hughes, the mother of the first child treated by Banting, and Kate Trotter as Edith Roach, Banting's fiancée. From left are Thomson, Trotter and director Eric Till in a scene being shot on the Banting farm near Alliston.



# Campaign

Continued from Page 3

erly chief development officer with the United Way, will manage approaches to corporations. Benson Wilson, former chairman of the Ontario Manpower Commission and assistant deputy minister of colleges and universities, will be in charge of foundations. Elizabeth Wilson, now public relations director for the Faculty of Arts & Science, will work on a half-time basis on the individual giving campaign.

The three will also coordinate fund raising for specific projects — the Earth Sciences Centre, for example. Additional staff will be hired in the next few months to manage the individual and alumni campaign areas.

## Plans

The campaign planning committee is working to refine a statement of institutional strategy for the campaign in addition to a more detailed case statement, while Simcoe Hall and the divisions develop plans and priorities for use of the money.

The institutional strategy statement will be ready for general distribution in two or three months, Cameron said. Intended for use by canvassers, it will be a "compact, punchy declaration of what the University stands for and where it's going over the next five to 10 years."

President George Connell's renewal paper has guided development of the five- to 10-page document, Cameron said. "It makes the job of drafting an over-all statement of institutional strategy much easier. The renewal paper was very well timed to catch people's attention and raise a series of issues about the University of Toronto."

The case statement — the link between the strategy declaration and the full list of spending priorities — will be a more detailed exposition of the University's general campaign objectives and priorities, specific needs and planned projects, for use by campaign workers and potential benefactors.

Cameron said the University's spending priorities will fall into four categories: capital construction, major research initiatives, general academic objectives and non-academic plans. The final list of priorities will consist of specific items and general areas to which funds will be allocated. Capital plans must be extremely specific, he said, while plans for faculty renewal, scholarships or lab equipment can be broader.

Provost Joan Foley, in meetings with the heads of academic divisions during the past 10 months, has been discussing general academic funding priorities, Cameron said. Vice-President David Nowlan (research), leading the development of the centres of excellence proposals, is preparing a list of large-scale research projects. Assistant Vice-President Dan Lang (planning) is responsible for the capital plan for new construction and building renovations. And Assistant Vice-President Eric McKee (student affairs) is working with Cameron to establish priorities for non-academic areas, such as student support services.

Contributors to the campaign will have the option of directing their money to specific projects or generic categories, or to the University itself. "Undesignated funds are very precious because they allow you to allocate resources to areas that might not attract external support as readily." However, given the tendency of government and industry to target support, undesignated funds may not form as great a proportion of gifts as in previous fund-raising efforts.

Cameron said the major events at the University have a broad relationship to the campaign. He cited the celebration April 24 at Convocation Hall of the discovery of the supernova by Ian Shelton. "It was a very significant event, not only in academic and scholarly terms, but from the perspective of helping the University exemplify what it stands for." U of T Day, first held last year, and the annual United Way campaign also create awareness of the University's contributions to the community and help build support, he said.

## New hydrogen centre replaces Institute for Hydrogen Systems

The Faculty of Applied Science & Engineering has created the Centre for Hydrogen and Electrochemical Studies (CHES) to replace the Institute for Hydrogen Systems (IHS). Ron Venter, chairman of the Department of Mechanical Engineering, is the interim director.

Jim Keffer, vice-provost (professional faculties), said the new centre would

distribute several hundred thousand dollars a year and bring researchers from several engineering departments together. IHS residual funds and the federal Ministry of Energy, Mines & Resources are the main sources of support. The Ontario government is also expected to provide funds, Keffer said.

Engineering will spend about \$100,000 to move some of the research equipment from the IHS labs in Mississauga to the downtown campus. The institute had about \$1 million worth of equipment including gas analyzers, computers and an electron microscope.

The hydrogen institute was established by the University and the Ontario Ministry of Energy with provincial and federal funds in January 1983, when oil prices were high, to develop industrial uses for hydrogen fuel. Research activity there ended last June, when the provincial and federal governments discontinued funding.

The centre's mandate is similar to that of IHS but is longer term, in anticipation of the eventual decline of oil reserves and the probable increase in price. The centre will augment research already under way in the faculty.

The hydrogen institute is now a "shell", with a two-person board appointed by the University to replace the original four-person body, which had two U of T members and two appointed by the province, and has sublet its lab space. Rent and residual grants will be channelled to CHES. The lease held by IHS lapses in November.

## CAUT to cut activities, UTFA will stay in

The council of the Canadian Association of University Teachers has accepted a package of reforms that will see the mill rate reduced by more than one-third over the next two years. The University of Toronto Faculty Association, which planned to withdraw if membership in CAUT did not become less expensive, has decided to remain in the association.

The basic membership fee will include the costs of the defence of academic freedom, tenure, equality and human rights within the universities; federal lobbying and public relations for university teachers; the collection and dissemination of information on the economic well-being of the profession; and international relations with other academics. A separate collective bargaining cooperative is to handle the interests of those members involved in collective bargaining. There will be no additional fee for membership in the

cooperative initially, but by the end of 1987-88 the fee would be set for whatever range of services it had decided to offer.

Even with a substantial reduction in staff and activities, costs for CAUT next year will remain at about their present level as employees are retrained or contracts are bought out. The reduction in dues will be phased in over two years, with membership to cost about 32 percent less in the third year than it does now.

The association is planning an aggressive campaign to increase membership and has recommended a campaign by local associations in Ontario, in cooperation with the Ontario Confederation of University Faculty Associations, for licence to charge those who are not members but who nevertheless benefit from the efforts of the faculty association.

## 1987 United Way campaign

President George Connell has announced that David Cameron, vice-president (institutional relations) and Rivi Frankle, director of the Career

Centre, will co-chair the 1987 U of T United Way campaign.

Last year, the University contributed \$404,320 to the United Way, an amount greater than the combined total donations of staff of all educational institutions in Metro Toronto. The goal for this year is \$450,000 and an increase in donors of 10 percent.

"The University of Toronto is a major force in the life of Metropolitan Toronto and support of the United Way is one important way in which we can demonstrate this," says Connell. "I personally am strongly committed to the United Way and feel we at the University can make a difference by running a campaign even more effective than those of past years."

Cameron and Frankle will be contacting divisions in the coming weeks to discuss their involvement in the campaign and the appointment of division coordinators.

## Chair in rock engineering

Evert Hoek, currently chairman of the board of a Vancouver-based firm of consulting engineers, has been appointed to the University's NSERC industrial research chair in rock engineering, effective July 1. Hoek has published more than 50 articles and two textbooks dealing with rock mechanics and has acted as a consultant in about 20 countries.

He will carry out research into ground stability and safety and publish his findings in an engineering design handbook. Current research indicates that half the support systems installed in underground mines are ineffective. Hoek's work will complement a rock mechanics research program in the Department of Civil Engineering.

The chair will be funded over five years by grants of \$475,000 and \$325,000 from the Natural Sciences & Engineering Research Council and Campbell Red Lake Mines Ltd. respectively.

The Ontario Ministry of Colleges & Universities recently announced the creation of a chair in rock mechanics and ground control at Laurentian University in Sudbury and a research chair in mine design at Queen's University in Kingston.

## Fitness challenge

To mark Fitweek, which is being observed across Canada from May 22 to 31, President George Connell has invited members of the U of T community to join him in 15 minutes of jogging or walking around King's College Circle starting at noon on May 27. Participants are asked to assemble in front of Simcoe Hall at 11.55 a.m.

On that day, more than three million Canadians are expected to ski, run, cycle or engage in other exercises for 15 minutes.

## Parking for Convocation

Parking on the front campus around King's College Circle will be restricted during Convocation (June 5 to 19). Holders of regular University of Toronto unreserved parking permits are requested to park in other University lots during this time. For more information please telephone the parking office, 978-2336.

## Bulletin

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Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.  
Published every two weeks by the Department of Communications.

Submissions for publication must be in the *Bulletin* office, 45 Willcocks St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.

**Editorial enquiries:** 978-6981

Display advertising space must be reserved two weeks before publication date.

**Advertising enquiries:** 978-4933

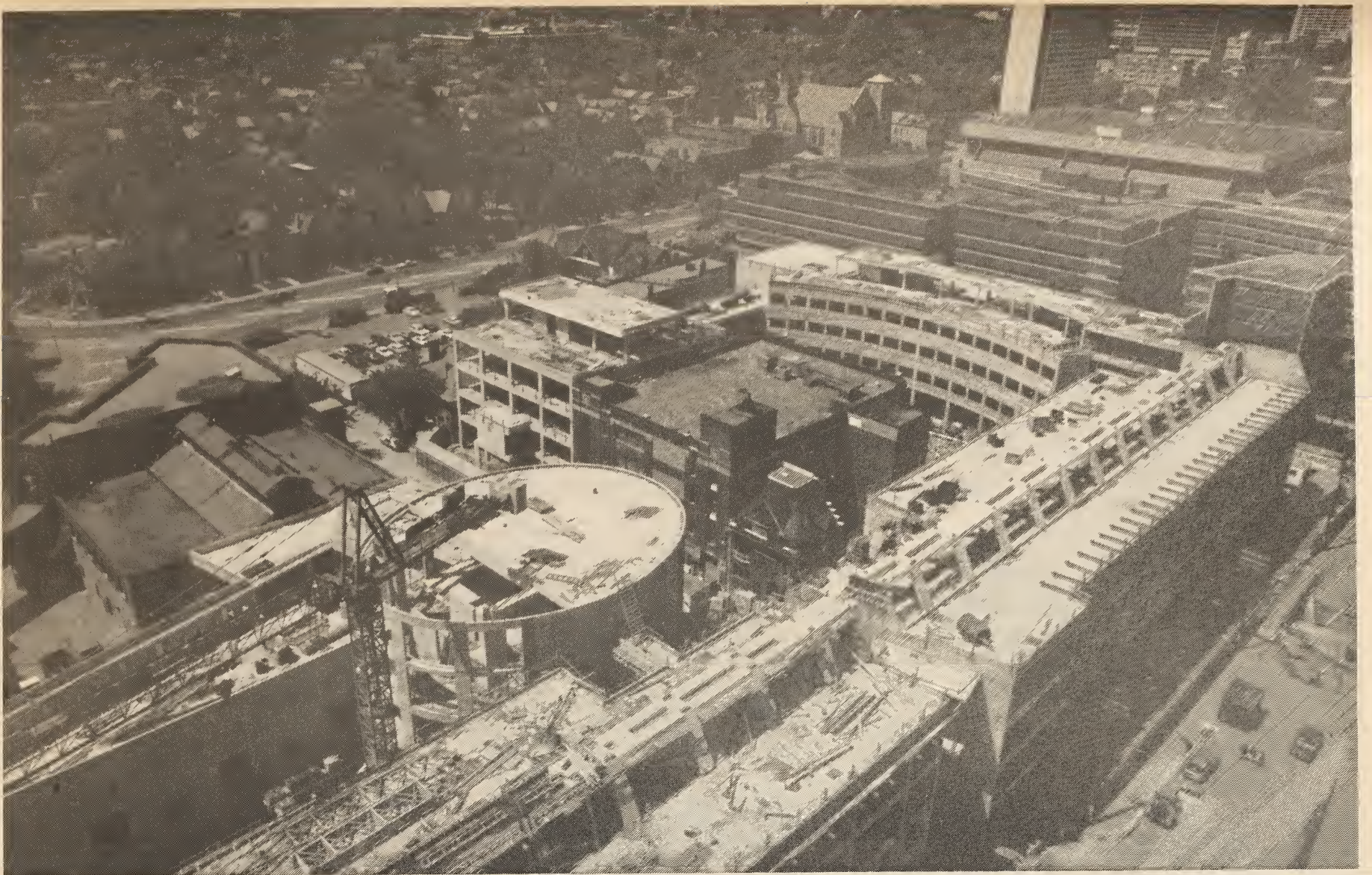
Member of the University Newspapers Group.

## Walking tours begin next week

The annual summer walking tours of the St. George campus begin June 1. The hour-long tours of the historic front campus are conducted by student guides who describe the architecture, highlights of the University's history and the colleges, faculties and courses at the University.

The tours run Monday to Friday at 10.30 a.m., 12.30 and 2.30 p.m. from June 1 to Sept. 4. Special group tours may be arranged by calling in advance. For more information on the tours call public and community relations at 978-6564 or, after June 1, the campus tours office in the Map Room of Hart House at 978-5000.





# Trees will educate as well as beautify

by Patrick Donohue

*That these are woods I think I know; They're growing in the city, though.*

With apologies to Robert Frost, future visitors to the Earth Sciences Centre might find themselves thinking along such lines.

A committee formed to recommend the planting of educationally useful species on the St. George campus has decided that woodlands representing Ontario's two types of forests will be created in the courtyards of the centre.

The north court will include representative plants and trees of the boreal forest such as pine and spruce, says Professor John Williams, chair of the Department of Botany and also of the Arboretum & Botanical Garden Committee. In the south court, shrubs, herbs and trees such as maples and birches will recreate a southern woodland ecology.

Although the complex gave the committee its first opportunity for a major planting, the committee's origins date back at least four years. Concerned about the "mess" created outside his office on Queen's Park Crescent by steam tunnel construction, Williams conceived the idea that an advisory body should be created to recommend planting in prominent locations of species that would not only beautify the campus but be educational for students and the public.

While the campus is already bedecked with many plants, there is not as wide a variety as botanists would like for teaching purposes.

The committee includes representatives from botany, forestry, landscape architecture, physical plant, Simcoe Hall, and the City of Toronto Department of Parks & Recreation.

Before drawing up plans for campus

plantings, the committee compiled an inventory of all existing trees and shrubs on campus. The project, carried out by forestry students in the summer of 1985 under the sponsorship of Employment & Immigration Canada, identified, by species and location, some 3,800 campus trees and 15,000 shrubs.

Now that the committee has a data file with information on every campus tree, appropriate replacements can be suggested for old or diseased trees that have to be removed. "We're not going around chopping down trees," Williams promises, emphasizing that the committee's plans will be implemented gradually.

But capital projects like the Earth Sciences Centre give the committee scope to design theme plantings, says committee member Elizabeth Sisam, research and planning officer for campus and facilities planning. "Formerly we were at the whim of designers. Now we'll introduce what's appropriate."

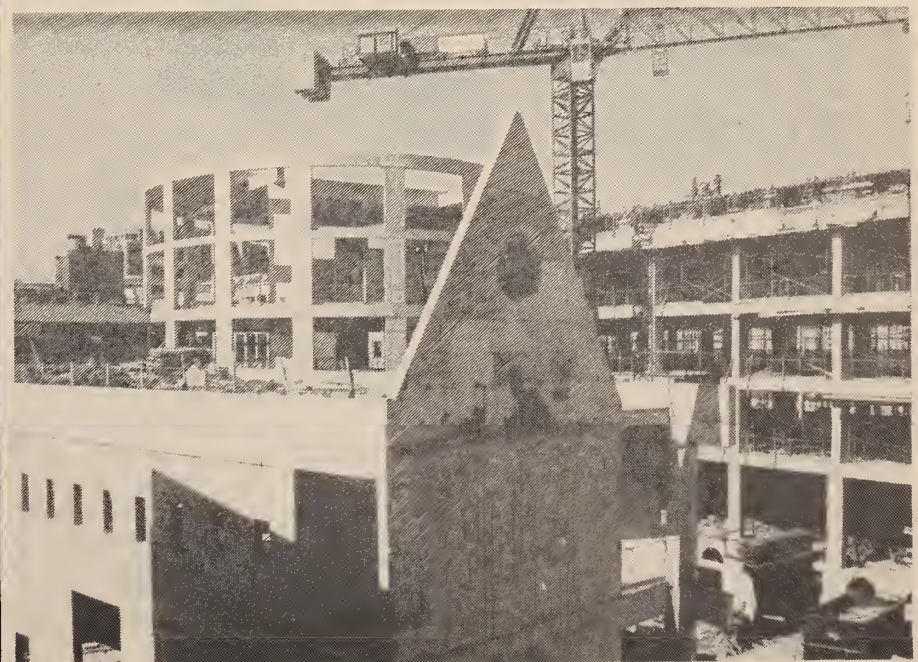
As an example of the kind of tree that fulfils an educational purpose, Williams refers to a dawn redwood, a representative of a 300 million year old species, planted on the north side of the Athletic Centre where the new building joins the Benson wing. This type of tree was wiped out in North America by glaciation. The campus specimen derives from a small stand of dawn redwoods discovered in China about 25 years ago.

Although the committee has no budget to implement its long-range plans, Williams says the city and provincial governments as well as local nurseries have promised tangible support for the project. Various University groups have indicated their intention to donate trees in honour of members who have retired.

## The shape of things to come

Still 18 months from completion, the \$46 million Earth Sciences Centre has begun to take shape. The elliptical building at the south end of the site will house the library stacks and several classrooms. The rectangular structure with the concrete peak adjoining the library will contain a reading room and a 400-seat lecture hall. The three main blocks, photographed from the

roof of the McLennan Building, will be home to the Department of Geology (south of Bancroft Avenue on Huron Street), the Department of Botany (north of Bancroft on Huron) and the Faculty of Forestry (on Willcocks Street). Interior work will be finished early in the fall of 1988 and the complex will be ready for occupancy in November. Construction began last July.



PHOTOS: STAN BEHAL



# Policy recommends staged ban on smoking

A policy drafted by the Office of Environmental Health & Safety would restrict smoking at U of T to designated rooms and areas a year from

## Governor-General's award

Three of the four nominees for the 1986 Governor-General's Literary Award for English language non-fiction are members of the University's Department of English.

Claude Bissell, former president of U of T and a University Professor Emeritus, has been nominated for *The Imperial Canadian*, (University of Toronto Press), the second of a two-volume biography of Vincent Massey, University Professor Emeritus Northrop Frye for *Northrop Frye on Shakespeare* (Fitzhenry and Whiteside), and Professor Phyllis Grosskurth for *Melanie Klein* (McClelland and Stewart), a biography of the pioneer psychoanalyst. The fourth nominee is Witold Rybczynski for *Home*, (Viking).

The winners will be announced May 27 at a ceremony in Roy Thomson Hall. Governor-General Jeanne Sauvé will present the prizes.

now. It will be considered June 2 by the Committee on Campus & Community Affairs.

The smoking policy recommends phased implementation, with a ban in classrooms, lecture theatres, meeting rooms, labs, workshops, storerooms, common study areas, libraries and washrooms to take effect July 1 of this year. By Sept. 1, the ban would be extended to smoking in general open offices, corridors and lobbies, and cafeterias and lounges would be required to provide separate non-smoking areas in at least half the seating area.

By May 1, 1988, smoking would not be allowed even in private offices. The only exceptions would be designated rooms, areas and lounges and in sections of cafeterias.

The policy would apply to all University buildings and facilities including student residences. Principals, deans, directors and heads of departments would be responsible for communicating and implementing it and for resolving any disputes that arise. The Office of Environmental Health & Safety is prepared to help in the development of plans for smoke-free areas.

To assist employees who want to stop smoking, the University would sponsor workshops and allow time off for attendance during working hours. The employees would have to pay for the workshops, however.

## PERSONNEL NEWS

### Seminars and Courses

The following staff training and development programs are especially designed to meet the needs of University of Toronto staff. For more information please call Elaine Preston at 978-6496.

### Career and Life Planning (two days)

Exploring career and life goals for those staff who are seriously interested in career development. Wednesday, June 3 and Friday, June 5.

### Managing Work Performance Problems (one day)

To assist managers and supervisors in the supervision of staff members who are having problems performing on the job. Wednesday, June 17.

### The Troubled Employee (half day)

To assist managers to understand how to handle an employee who is having difficulties at work as a result of personal problems. Friday, June 19.

**Prerequisite:** Applicants must have attended the Managing Work Performance Problems seminar.

### The Hiring Decision (one day)

Supervisors and managers who are responsible for hiring will find practical guidelines to help them successfully match candidates with the job and work environment. Wednesday, June 24.

### Increased Delinquency Charges on University Travel Cards

American Express has announced that effective June 1 changes will be made in the method of calculation of delinquency charges on overdue accounts.

Delinquency charges will continue to apply only in situations where the account is 60 days past due.

However, when an account becomes 60 days past due the delinquency charge will be applied to both the 60-day and the 30-day past-due balances.

American Express implemented this change for other corporate account customers effective Feb. 1 and apparently certain University Travel Card holders whose accounts had become past due recently were assessed delinquency charges under this new policy. American Express has undertaken to issue credits to University card holders in the amount of any excess delinquency charges assessed prior to June 1.

In order to avoid the assessment of the increased delinquency charges, it is recommended that all card holders arrange payment of their outstanding accounts within 45 days.

### Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (6) Mirella Taiariol; (7) Sandra Winter.

### Applications Programmer Analyst I

(\$20,230 — 23,800 — 27,370) Medical Computing (3)

### Applications Programmer Analyst II

(\$24,800 — 29,180 — 33,560) Medical Computing (3), Computing Services (3), Information System Services, two positions (3)

### Applications Programmer Analyst III

(\$30,560 — 35,950 — 41,340) Zoology (6), Computing Services (3)

### Clerk III

(\$16,570 — 19,490 — 22,410) Psychology (6)

### Clerk Typist III

(\$16,570 — 19,490 — 22,410) Law (6), Dictionary of Canadian Biography (4), Continuing Medical Education (2), Psychology (6)

### Engineering Technologist II

(\$23,620 — 27,790 — 31,960) Physics (3)

### Engineering Technologist III

(\$26,200 — 30,820 — 35,440) Zoology (6)

### Laboratory Technician II

(\$20,230 — 23,800 — 27,370) Banting & Best Medical Research (1), Pathology (1), Medicine (1), Ophthalmology (1)

### Manager, Development Research

(\$26,200 — 30,820 — 35,440) Private Funding (6)

### Programmer I

(\$20,230 — 23,800 — 27,370) Academic Statistics (1)

### Secretary I

(\$16,570 — 19,490 — 22,410) Innis College (3), Canadian Liver Foundation (6), Medical Genetics (7)

### Secretary II

(\$18,160 — 21,370 — 24,580) Research Administration (6), Political Science (6), Economics, Erindale (7)

### Secretary III

(\$20,230 — 23,800 — 27,370) Political Science (6)

### Senior Systems Auditor

(\$39,800 — 46,820 — 53,840) Internal Audit (1)

## Dean of medicine appointed

Dr. John H. Dirks, who is head and Eric W. Hamber professor of medicine at the University of British Columbia, has been appointed dean of medicine, effective July 1 to June 30, 1994.

Dirks was born in Winnipeg and obtained both his BSc (Med) and MD (Hon) in 1957 at the University of Manitoba. In 1963 he became a fellow of the Royal College of Physicians & Surgeons of Canada and a fellow of the Royal Society of Canada in 1982. While he was a professor of medicine at McGill University (1971-76) he also served as senior physician at the Royal Victoria Hospital in Montreal. In 1976 he was appointed head and Eric W. Hamber professor of medicine at UBC and at the same time became head of the Department of Medicine at the Vancouver General Hospital.

Dirks has served on the editorial boards of several medical journals in Canada and the United States and has held office in numerous national and international societies. He served as president of the Canadian Society for Clinical Investigation in 1977 and as president of the Canadian Association of Professors of Medicine 1984-85, and is a member of the Council of the International Society of Nephrology 1984-93. He is currently director of the British Columbia Science Council, serves on the Research Committee of the Royal College of Physicians & Surgeons, and is a member of the Gairdner Foundation Awards Medical Advisory Board, the American Association of Physicians and the American Society for Clinical

Investigation. In 1985 he received the medical award of the Kidney Foundation of Canada. He has published widely in the field of kidney research and has been an invited speaker at numerous conferences and medical symposia.



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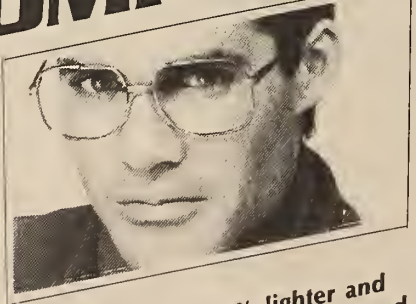
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# Criminologists find news media reinforce dominant culture

by Patrick Donohue

In 1981 and 1982, Professor Richard Ericson and two co-investigators from the Centre of Criminology immersed themselves in field research at *The Globe and Mail* and CBLT. The sociologists spent a total of some 60 weeks peering over the shoulders of journalists to find out what makes the media tick.

After analyzing the results of that research and conducting many more interviews with journalists in other organizations, Ericson and his colleagues reached a major conclusion: the media, by concentrating on incidents of deviance from the status quo, play an active role in bolstering the predominant culture and squelching any alternatives that challenge it.

That's one of the major themes of *Visualizing Deviance: A Study of News Organization* by Ericson, and two former research associates at the centre, Patricia Baranek and Janet Chan. But Ericson, recently elected a fellow of the Royal Society of Canada, insists that the book, to be published this summer in Canada by U of T Press and in Britain by Open University Press, isn't simply another demonstration of the currently popular sport of media-bashing. As an academic and theoretical study of the media, *Visualizing Deviance* aims to understand what the media set out to do and what they do and do not accomplish, says Ericson, who wrote the analysis of the team's findings.

The study sees news as a genre with its own rules and constraints. The media have to use devices like simplification, dramatization and personification, Ericson concedes. News organizations can't be expected to hire lawyers and accountants to produce complex analyses of issues for public consumption. Such a thorough study of any given issue would approach another genre — something more like a social science text — and would undoubtedly exclude many readers.

But Ericson's discussion of news as a genre implies a warning to consumers: they're not getting reality "as it happens" but "as it is reported". He cites many studies showing that facts of news have little meaning apart from the significance journalists give them. "In no way does a journalist simply mirror reality," he says. "The journalist is part of the process of constituting reality."

That process consists mainly of designating incidents the media perceive as deviant, he says. The extent to which deviance and control of it determine newsworthiness amazed Ericson and his colleagues. Very few news reports, they found, are free of this preoccupation with deviance. Sports pages, for example, are filled with stories on issues like drug abuse among athletes, violence in sport and disputes about breaches of contract.

In fact, the theme of deviance so thoroughly permeates the media that Ericson admits to some difficulty in separating news reports that deal mainly with deviance from those that don't. Even media that pride themselves on avoiding low-brow crime stories regularly chase after examples of institutional and bureaucratic deviance.

Frequently Ericson and his co-investigators were advised by editors of sophisticated publications that articles on politics or social welfare would be irrelevant to their study of deviance. Yet the researchers found that reporters on those beats more often than not turned out to be covering in-



The newsroom of a metropolitan daily, where editors and reporters decide what constitutes news.

cidents in which politicians or social workers were seen to have deviated from accepted standards of behaviour. "Journalists will ignore a parliamentary committee's approval of the expenditure of millions of dollars unless \$30,000 of it smacks of favouritism," Ericson says.

By singling out instances of deviance, journalists define the limits of acceptability, thereby having a stabilizing effect on society, Ericson contends. That isn't to say that the media don't see themselves as crusaders. They do. The crucial issue for Ericson is that the media usually champion the "cultural hegemony" of society. Views challenging that norm are ignored or made to look disreputable.

Ericson mentions a University of Glasgow study showing how the BBC and ITV have systematically slanted coverage of industrial issues to favour management's view. According to another study cited by Ericson, in the 1970s the press virtually demolished the radical Students for a Democratic Society by discrediting the organization. In *Visualizing Deviance*, Ericson refers to studies of how the British media structured their coverage of riots in the early 1980s to campaign successfully for better riot gear for the police.

An affinity with the police is a predominant characteristic of the media in Ericson's study. Many newspapers and television stations rely on police departments and similar bureaucracies for stories about incidents of deviance, he says. Some papers print almost verbatim police accounts of crime. Why? Because journalists crave the appearance of certainty provided by these "authorized knowers".

Inevitably, he says, the interaction between reporters and their sources in establishment organizations makes the reporters participants in those organizations. Hence the tendency to parrot the "official line"; most journalists can't afford to "burn" their sources. Ericson's next book will explore how the relationship between reporters and their sources turns the news into a communication between journalists and "elite author-

ized knowers" whose designations of deviance the journalists willingly accept.

But could the media preoccupation with deviance be explained on the grounds that journalists are simply meeting the public's need? No, says Ericson, because the media don't know what the public wants. He notes that marketing surveys of news consumers have only provided demographics on the types of audiences the journalists are reaching. Sales fluctuations following changes in news content merely offer a "barometer" of public tastes. In the absence of what he would see as scientifically valid and on-going surveys, reporters and editors rely mostly on "hunches, guesses and intuition" as to what the public wants.

What journalists choose as newsworthy tends to be "self-referential", Ericson found. Reporters converge on subjects they think will interest other reporters. In this respect, he admits, news production isn't unlike other areas of human endeavour that rely heavily on the tastes of key movers and shakers.

But journalists are anything but unanimous in their approach to their work. Ericson challenges media studies that convey a picture of newsrooms in which journalists act according to a well understood consensus. "In newsrooms we were astounded by the conflict." The team of researchers witnessed heated debates about how stories should be handled and what ideologies they should reflect. Some reporters were obliged to use subterfuge to win acceptance for their ideas from hostile management. He describes that creative tension as "quite positive, a wonderful thing."

Although he regrets that the journalists' final products don't reflect that tension, Ericson is reluctant to say precisely how the media might ideally look. He points out that his works are simply academic studies, not recipes for reform. That distinction often escapes the public. After the 1981 publication of his controversial *Making Crime: A Study of Detective Work*, he had to dodge a bombardment of requests for advice on how to reform police departments.

Ericson will say that he'd like to see

the media become more open to alternative visions, to a wider range of discussion than that permitted within the narrow limits of "newsworthiness". He asks why the media don't pursue deviance in businesses like IBM and Xerox as relentlessly as they do in the public sector. He feels reporters dealing with deviance as reported by bureaucrats and officials should exercise "a lot more scepticism and qualification." And he proposes that media treatment of crime ask fundamental questions like: why do we create an unemployed class that might be more prone to crime?

"I'm very dissatisfied with the public conversation and the way in which the media are part of that conversation," he says. He feels some countries fare better on this score. Britain enjoys more diversity among its media, due to the remnants of the tradition of strong political allegiances among papers. And in Italy political parties have their own television stations.

Such flagrant subjectivity in our mainstream media might startle many North American readers. But Ericson points out that the "strategic ritual of objectivity" became part of journalism only when the media started aiming at the mass market. So-called objectivity, he claims, is nothing more than a shortcut that helps organize stories. As long as two sides of an issue are quoted, the story is considered fair and balanced. It doesn't matter whether or not the opinions cited truly represent the range of ideas on the issue. "Objectivity", then, cloaks subjective rhetoric in a mantle of "authoritative certainty".

But he's the first to admit that his work is subjective, filtered through his own perceptions, and limited by the time and place in which the research was done. "It's only one study among many." Above all, he wants to make it clear that he didn't approach this study in a spirit of "negativism or cynicism". For all their faults, he would not condemn the media to extinction. "The media are very important, although problematic. In no way would you want to be without them. You would only want them better, more pluralistic."

STEVE BEHAL



# In the Matter of Mediation between The University of Toronto and The University of Toronto Faculty Association Mediator's Proposal

The parties selected me as mediator-fact-finder. The fact-finding function carries with it a prohibition against the making of recommendations. However, paragraph 8 of Article 6 permits the mediator to make a confidential recommendation for settlement.

I have concluded that such a proposal by me may assist the parties in reaching a settlement. This proposal shall be kept in confidence by the negotiating teams and the committees to whom they report. It is not to be made public without my consent in writing. My consent will not be forthcoming without the prior written consent of each party to its release. To avoid prejudice to either party, I will expect to be notified by Friday, May 1st, 1987, of each negotiating team's willingness or unwillingness to recommend this proposal to their principals for settlement. I will not disclose who accepted or rejected the proposal. If both parties accept it, it will be brought to their principals with a recommendation for acceptance. Herewith the proposal:

1. Salary increase for the academic year 1987-88 to be an across the board increase of 4.2 percent plus PTR.

2. Salary increase for the academic year 1988-89 to be an across the board increase of 5 percent plus PTR.

3. The 1982 Pension Agreement dated March 17, 1982 headed Agreement Arising from the Reports of the Pension Plan Task Force, is terminated upon the following conditions: effective July 1, 1987, the Pension Plan be amended as follows:

(a) The formula for indexation to be improved to provide for CPI minus 4 or 60 percent of CPI whichever is the greater. In this context CPI is the Canada Consumer Price Index.

(b) Improvement for part-time pensions to be consistent with the proposed amendment to the Pension Benefits Act of Ontario which requires equivalent pension benefits for part-time employees.

(c) Improvements in the pre-retirement death benefit. This improvement also anticipates proposed mandatory improvement contained in the proposed revisions of the Pension Benefits Act.

(d) The pension of retirees to be augmented as follows:

Group	Date of Retirement	
1	prior to July 1, 1979	15%
2	July 1, 1979 to June 30, 1980	12.5%
3	July 1, 1980 to June 30, 1981	10%
4	July 1, 1981 to June 30, 1982	8%
5	July 1, 1982 to June 30, 1983	6%
6	July 1, 1983 to June 30, 1984	4%
7	July 1, 1984 to June 30, 1985	2%
8	July 1, 1985 or later	Nil

4. The University agrees that no change will be made in the pension plan with respect to faculty and librarians which would reduce the accrued pension or the benefits earned by a member without the consent of UTFA during the currency of Article 6 of the Memorandum of Agreement.

5. A Pension Advisory Committee to be established with two representatives of UTFA on the committee. See Appendix I attached hereto.

6. Where the Pension Plan is in a

surplus position, at the University's discretion and subject to the provisions of the Pension Benefits Act, any surplus or a portion thereof may be used to reduce the University's contributions, subject only to the approval of the actuaries who shall determine by actuarial valuation whether the plan is in a surplus position. The actuarial valuation is to be conducted in accordance with generally accepted actuarial principles and practices based on assumptions established by the actuaries from time to time which are, in their opinion, adequate and appropriate in view of the circumstances of the plan.

In the event that the applicable legislation requires amendment of the Pension Plan to allow surplus to be used to reduce the University's contributions, the parties agree that the plan shall be so amended.

7. UTFA has challenged the calculation of the portion of the surplus attributable to faculty and librarians. The parties recognize that a binding decision cannot be made on this dispute without the participation of UTSA who may be affected by any decision. Accordingly, the parties agree that failing resolution by agreement of all affected, the University will submit to arbitration this issue upon notice to all who may be affected. If agreement on an arbitrator cannot be reached, Martin Teplitsky will appoint an arbitrator. The arbitrator will be authorized to employ such independent actuarial assistance as he may deem necessary. The reasonable costs of dispute resolution shall be paid by the plan.

8. Librarians' vacations to be improved by granting two additional days of vacation after five years of service.

9. A task force to be established to investigate flexible benefits and other matters raised by the Faculty Association in negotiations relative to the existing dental plan.

10. The parties have agreed to LTD augmentation for those whose disabilities predated the existing LTD policy. See Appendix II.

11. The dental plan adjusted to the 1986 ODA fee schedule for 1987-1988 academic year and 1987 ODA fee schedule for 1988-1989.

12. Three items which had been before the Dispute Resolution Panel last November were referred back to the parties by Mr. Munroe, the Chairman. These three issues were:

(a) PTR administration;

(b) Tutor salaries; and

(c) Associate Professor ceilings.

These three issues have been resolved, see Appendix III (a), (b) and (c).

13. If this proposal is accepted by both parties and ultimately ratified by their principals, the parties agree that I will remain seized to resolve any difficulties in concluding a written agreement incorporating all necessary terms of these settlements.

Dated the 1st day of May, 1987

*Martin Teplitsky, Q.C.*  
Mediator

## Appendix I

### Pension Advisory Committee

The University proposes that the members of the University of Toronto Pension Plan establish an Advisory Committee.

The purposes of the Advisory Committee, its powers and the representation of employees on the committee shall be as provided in Section 25 of Bill 170, *An Act to Revise the Pension Benefits Act*.

In addition to the rights established in Bill 170, the Advisory Committee will have the right to review the performance of the Pension Fund, and to meet at least semi-annually with the Presidential Investment Advisory Committee. The Pension Advisory Committee shall be entitled to express its views and make recommendations to PIAC regarding existing investment policies, new or revised investment policies, and to make recommendations regarding the selection of investment counsel for consideration by PIAC.

In the event no Pension Advisory Committee is established by the members of the Pension Plan, the University will recognize a committee of two persons, appointed by the Faculty Association, which shall have all the rights of a Pension Advisory Committee set out above.

## Appendix II

That in connection with the Long Term Disability Plan a one-time-only lump sum payment will be made on October 1, 1987, and on October 1 of all succeeding years on the following basis:

(a) to those individuals whose disability commenced prior to June 30, 1980 and who are not eligible for any indexation: an amount equal to a percentage of their annual benefits payable as of October 1 that represents the economic increase awarded the July 1 of the same calendar year;

(b) to those individuals whose disability commenced between July 1, 1980 and June 30, 1981 and eligible for a 3 percent indexation: an amount equal to the percentage of their annual benefits payable as of October 1 that represents the economic increase awarded July 1 of the same calendar year, less the 3 percent indexation;

(c) where there is a difference in the average economic increase awarded to employees in the Faculty and Staff Associations, the higher of the two economic increases will be used in the above calculations;

(d) this economic increase will also be the figure to be used in calculating the amount of indexing to be provided, within the provisions of the Long Term Disability Plan, to individuals whose disabilities commenced subsequent to June 30, 1981.

## Appendix III (a)

### PTR Administration for Small Units

Where there are fewer than six individuals in a PTR unit (above or below the breakpoint) such unit shall be amalgamated for PTR assessment with

another cognate unit or units. Such amalgamation shall be reported to the Faculty Association prior to the annual determination of PTR.

## Implementation

In order to ensure fair and consistent awards of PTR based on the assessment of merit, the following procedures shall be followed in small units:

1. Where a PTR unit, either above or below breakpoint, is composed of fewer than six individuals, the unit will be combined with a cognate unit.

2. In all cases, the assessment of merit will be done by the head of the unit.

3. The head of the unit will assign a PTR dollar award to each individual based on the assessment of merit.

4. The heads of units being combined will meet with the respective Dean or Vice-Provost to consider the recommended PTR awards for the purpose of reconciling the recommendations with the total PTR pool for the units.

5. Funds from the PTR pools will not be transferred across the breakpoint in either direction.

## Appendix III (b)

### Tutors and Senior Tutors

1. Tutors or Senior Tutors with annualized salaries less than \$50,000 as of June 30, 1987, shall receive an increase of \$350 across-the-board on a prorated basis in addition to their normal July 1, 1987, increases.

2. A committee shall be formed to investigate and make recommendations on:

(a) the appropriate salary structure or structures for Tutors, Senior Tutors, and Instructors;

(b) funding and implementation of adjustments that might be generated by a new salary structure;

(c) funding and implementation of adjustments of anomalies that might be identified within the current structure.

3. The committee shall be composed of six individuals, three to be appointed by UTFA and three by the administration. Each party will name a co-chair. The committee shall report to the parties in time for the 1988-89 salary negotiation.

## Appendix III (c)

### Associate Professor Ceiling

Where an Associate Professor has reached the rank ceiling, he or she shall receive detailed consideration for promotion in the subsequent promotion cycle unless he or she wishes not to proceed to detailed review. If proceeding to detailed review in any year, the Associate Professor at or above the ceiling may request that consideration for promotion at all levels in the promotions process be made on the basis of sustained excellence over many years in either teaching or research. Such a request must be granted, and, if the individual is found to have satisfied either of these criteria, the promotion committees and the Provost shall, in accordance with the Policy and Procedures on Promotion, recommend promotion.



# \$7 million scanner for brain research

A provincial grant of \$7.5 million for a U of T PET (positron emission tomography) scanner to be located at the Clarke Institute of Psychiatry will lure important Canadian researchers back to Canada, says Professor Philip Seeman, chair of the pharmacology department.

At a May 14 ceremony announcing the grant, Seeman said several Canadian scientists studying in the US and Europe are excited about U of T's acquisition and hope to return to Canada to use it.

The U of T installation will be the first full-size PET scanner in Canada to be used primarily for the study of psychiatric disease. It will further research on neurotransmitters, addiction, the effects of drugs on the brain and brain disorders such as Alzheimer's disease, Lou Gehrig's disease, Huntington's disease, schizophrenia and some forms of mental retardation.

Technologies such as X-rays and CAT scans, which pre-date PET scans, merely show the structure of the brain while the PET scan gives an on-going picture of the workings of the brain in conscious and alert humans.

A patient receiving a PET scan is given a substance such as sugar, water or oxygen to which a minute amount of radioactive material has been added. The scanner picks up gamma rays from the radioactive material as the substance passes through the brain. A computer tabulates the information obtained by the scanner, thus giving scientists a complex picture of the working organ.

Given the widespread incidence of brain disease, said Murray Elston, minister of health, the U of T PET

scanner will benefit citizens everywhere in Ontario. Diseases of the brain cause more long-term health problems than do cancer or heart disease, although the latter two diseases cause more deaths.

Thanking Elston on behalf of U of T, Dr. Charles Hollenberg, vice-provost (health sciences), said the grant represents the government's vote of confidence in the University and opens a new chapter in health science research at U of T.

About \$5.5 million of the provincial grant will be spent on the components of the scanner, which may be in operation within a year. The remaining money will pay for site preparation and operating costs for three years.

## Honorary degree for Tulving

Professor Endel Tulving of the Department of Psychology will receive an honorary doctorate from the University of Waterloo on May 28. Tulving has been on the faculty of U of T since 1956 and has been chairman of his department, a member of the governing board of the Psychonomic Society and editor of the *Journal of Verbal Learning and Verbal Behaviour*. An expert on human memory, he has received the Canadian Psychological Association's award for distinguished contributions to psychology, an Izaak Walton Killam scholarship, a Commonwealth visiting professorship at Oxford, the Warren medal of the Society of Experimental Psychologists and a Guggenheim fellowship.

## Private funding appointments

Murray Death, assistant vice-president (development and alumni affairs) has announced the appointment of three development officers to the Department of Private Funding, effective May 4.

William Straitton, who for many years worked with the United Way and recently was the chief development officer with the Ontario Liberal Party, will recruit staff for the corporate sector portion of the University's upcoming campaign and manage approaches to corporations. Straitton was a supervisor in the City of Hamilton's taxation department from 1958 to 1970, campaign director with Peel Community Services, 1970 to 1975, executive director of the Peel Region United Way, 1977 to 1981, campaign director with the United Way of Greater Toronto, 1982 to 1986, and fundraising director

## Sheinin receives honorary degree

Rose Sheinin, vice-dean of the School of Graduate Studies and former chairman of the Department of Microbiology, received an honorary doctorate from Acadia University on May 11.

Sheinin has a PhD in biochemistry from U of T. After nine years as a research fellow at the Ontario Cancer Institute, she began teaching at U of T in 1964. She is an expert in molecular genetics and in viruses that cause cancer. She is also a feminist who has worked to have science viewed as a viable career for young women.

for the Ontario Liberal Party in 1986-87.

Benson Wilson, former chairman of the Ontario Manpower Commission and assistant deputy minister, Ministry of Colleges & Universities, will manage approaches to foundations and develop a program of communication with them. He will also be responsible for some of the major projects associated with the campaign. Wilson has bachelor of science degrees in physics from the University of Western Ontario (1948) and the University of Oxford (1950). In 1957, he joined the British American Oil Co. Ltd. and was employed by the company in various capacities until 1968. Between 1968 and 1984, he worked for the Ontario Treasury Board and the provincial secretariat for resources development. Wilson was assistant deputy minister of the University Affairs Division of MCU from 1974 to 1984 and chairman of the Ontario Manpower Commission for the past three years.

Elizabeth Wilson, director of public relations and development for the Faculty of Arts & Science, has joined private funding on a half-time basis and will work with Death to develop the individual-giving portion of the campaign. She will direct the solicitation and communications activity of the Presidents' Committee and will have fundraising responsibilities for some projects associated with arts and science. Wilson, who has a BA in political science from Trinity College, was registrar of the School of Continuing Studies, 1978 to 1981, executive assistant to the principal of Woodsworth College, 1981 to 1983, and executive officer for student affairs, arts and science, 1983 to 1985.



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# RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

## American Foundation for AIDS Research

Investigators are invited to submit a letter of intent for research in biomedical, humanistic and social sciences relevant to AIDS. Awards are granted up to a maximum of \$50,000 (US) in direct costs for one year. After preliminary applications have been reviewed, a limited number of grant proposals will be solicited; awards will be announced in November 1987.

The foundation also awards travel fellowships to a maximum of \$5,000 (US) to established investigators for training or short-term study at US institutions.

Detailed information about the letter of intent may be obtained from ORA. Receipt date at the foundation is July 14.

## Amyotrophic Lateral Sclerosis Association

The ALS Society of America and the National ALS Foundation have recently merged to form the new ALS Association. The new

association expects to be able to make substantial commitments to ALS research for the 1987-88 year. Applications for funding beginning January 1988 are invited for submission by July 1.

New application forms and guidelines will be available shortly.

## Paralyzed Veterans of America Spinal Cord Research Foundation

The foundation is soliciting proposals for its November meeting. Projects which focus on biomedicine, psychosocial research and technology design development will receive priority during this funding cycle.

Deadline for receipt of proposals is July 1. No submission will be accepted after 5 p.m. on that date.

## Physicians' Services Incorporated Foundation

The foundation offers research support in the following areas of priority: clinical research; health care research; basic science research.

Depending upon funds available, support is also offered to continuing medical education and the health care delivery system.

Applications for projects extending beyond three years will not be considered and, except under unusual circumstances, the maximum level per year is \$60,000. In all cases, applications will only be considered where the principal investigator is a practising physician.

Deadlines for submission of applications in the 1987-88 year are: July 6, October 19, January 8 and March 25.

## Upcoming Deadline Dates

Alberta Heritage Foundation — medical research fellowships tenable at Alberta universities; conferences held in Alberta: July 1.

American Foundation for AIDS Research — letters of intent: July 14.

Amyotrophic Lateral Sclerosis Society (US) — research grants: July 1. (Please note new name and change in deadline.)

Canada Council — Killam research fellowships: June 30;

I.W. Killam memorial prizes (nominations): June 30.

Canadian Cystic Fibrosis Foundation — new research development program (letter of intent): June 1.

Cancer Research Institute Inc. (US) — fellowships: June 1.

Deafness Research Foundation (US) — new research grants: July 15.

Anna Fuller Fund — fellowships; research grants: June 1.

Health & Welfare Canada (NHRDP) — post-doctoral fellowships; national health research scholarships; national health scientists;

visiting scientists: July 31.

International Union Against Cancer — Yamagiwa-Yoshida memorial international cancer study grants (substantial): June 30.

Laidlaw Foundation — scholar program: May 31.

Leukemia Society of America — president's research development; short-term scientific exchange: July 1.

March of Dimes (US) — reproductive hazards in the workplace research grants: June 1.

Ministry of Colleges & Universities — university research incentive fund: May 31.

Muscular Dystrophy Association (US) — request for fellowship and research grant applications (for submission June 30): May 31.

National Institutes of Health (US) — new and competing continuation program project and centre applications: June 1;

competing continuation; supplemental research grants: July 1.

Paralyzed Veterans of America — research proposals: July 1.

Physicians' Services Inc. Foundation — research grants: July 6.

SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (Oct.-Feb.): June 30.

Standards Council of Canada — university research contribution: May 31.

U of T, Humanities & Social Sciences Committee of the Research Board — grants-in-aid: June 1.

# PHD ORALS

Please contact the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

## Tuesday, May 26

James Gordon Jones, Department of Zoology, "Use of Space in the White-Throated Sparrow (*Zonotrichia albicollis*). Prof. J.B. Falls.

Yang Kon Kim, Department of Mathematics & Applied Mathematics, "Regular Germs for p-Adic Sp(4)." Prof. J. Repka.

## Friday, May 29

Kenneth Ralph Allison, Department of Community Health, "Perceived Control as a Determinant of Preventive Action for Heart Disease and Lung Cancer." Prof. D. Coburn.

Frederick Bernard Lash, Department of Education, "Problem Solving and the Development of Expertise in Management." Prof. W. Olivier.

James Kimberley Mills, Department of Mechanical Engineering, "Robust Trajectory Control of Robotic Manipulators." Prof. A.A. Goldenberg.

## Monday, June 1

Bonnie Carlene MacLachlan, Department of Classical Studies, "The Concept of Charis in Early Greek Poetry." Prof. E.I. Robbins.

Judith Ann Whitehead, Department of Anthropology, "Masks of Class: Labour Market Segmentation and State Intervention in Rural South Asia." Prof. G.A. Smith.

## Tuesday, June 2

Allan Ian Harrison, Department of Chemistry, "Photodissociation, Photoreaction and Photodesorption of Species Adsorbed on LiF(001)." Prof. J.C. Polanyi.

## Wednesday, June 3

Marilyn Joan Randall, Department of French Language & Literature, "Le Contexte de la littérature: vers une pragmatique lecture d'Hubert Aquin et de Réjean Ducharme." Prof. P. Nesselroth.

Robert Anthony Wolkow, Department of Chemistry, "Electron Energy Loss Spectroscopy and Photo-decomposition of Molecules Adsorbed on Rough Silver Surfaces." Prof. M. Moskovits.

## Friday, June 5

Mahmoud Ramadan Ahmed, Department of Electrical Engineering, "Calculation of the Fields and Power in a Short Magnetic Cylinder in a Time Harmonic Magnetic Field." Profs. P.E. Burke and J.D. Lavers.

Monica Elizabeth Campbell, Department of Pharmacology, "The Use of Caffeine as a Biological Marker of Human Exposure and Response to Polycyclic and Polyhalogenated Aromatic Hydrocarbons." Prof. W. Kalow.

## Monday, June 8

Robert Brian Coombs, Department of Psychology, "The Effects of Diazepam on Decision Processes and Memory Access." Profs. H.D. Cappell and C.X. Poulos.

Marsha Alicia Singh, Department of Physics, "Spin Thermodynamics Applied to the Chlorine Nuclear Quadrupolar Resonance in K(2)OsCl(6)." Prof. R.L. Armstrong.

## Thursday, June 11

Jane Elizabeth Cruikshank, Department of Education, "Value Dilemmas in Community Development." Prof. L. Davie.

Elza Cheryl Tiner, Centre for Medieval Studies, "Inventio, Dispositio, and Elocutio in the York Trial Plays." Prof. A.F. Johnston.

## Friday, June 12

Hansraj Doma, Department of Physiology, "Sensory Aspects of Saccadic Eye Movements." Prof. P.E. Hallett.

Denver Roopchand, Department of Chemical Engineering & Applied Chemistry, "A Study of the Ignition of Hybrid Mixtures." Prof. D.H. Napier.

Michael Wong, Department of Pathology, "Endothelial Integrity: In Vitro Studies on the Role of Microfilaments and Microtubules in Small Wound Reendothelialization." Prof. A.I. Gotlieb.

## Monday, June 15

William Albert Simpson, Department of Psychology, "Depth Discrimination from Optic Flow: A Model Based on Simple Motion Detectors." Prof. J.M. Kennedy.

## Tuesday, June 16

Wen-Yan Jiang, Department of Electrical Engineering, "Study of Planar Lenses for Integrated Optics." Prof. V.M. Ristic.

Motoyo Kamiya, Faculty of Social Work, "Rehabilitation Policy for Disabled People in Ontario: 1950-1980." Prof. D. Bellamy.

## Thursday, June 18

Wilfred Ellworth Bean, Department of Education, "Northern Aboriginals in Leadership/Management: A Community-Psychology Approach." Prof. J. Quarter.

# POSITIONS ELSEWHERE

Notice of the following vacancy outside the University has been received by the Office of the President.

Brandon University  
Vice-President, Administration and Finance  
The appointment will com-

mence on Sept. 1 or as soon thereafter as possible. Nominations and applications should be forwarded by May 30 to: The Office of the President, Brandon University, Brandon, Man., R7A 6A9.

# NEW SERVICES FOR RESEARCHERS

from the

## UNIVERSITY OF TORONTO INNOVATIONS FOUNDATION

### PATENT SEARCHES

Consumer and Corporate Affairs says: 70% of patented technology is not described in any journal for at least 5 years after patent issues

Foundation, as appointed intermediary in C&CA's Patent Information Exploitation Program, offers:

- searches for relevant patents
- technology assessments and forecasts in a specified technical field

### TECHNOLOGY FUND APPLICATIONS

Through the Innovation Centre program of the Ontario Ministry of Industry, Trade and Technology, the Foundation can help with all aspects of an application:

- from finding a corporate partner
- to negotiating a joint research program

## CONTACTS

Ralph Rethoret : Health Sciences

Don Urquhart : Science and Engineering

Pauline Walsh : Software

978-5117

# U of T Library publishes French-language catalogue

The University of Toronto Library has recently published a catalogue of its French-language holdings which total over 153,000 titles. The catalogue, available in hard-copy in the Reference Department and on microfiche, is a unique research and study guide of one of Ontario's largest French-language collections. In addition to the large number of titles in French language and literature, there are substantial listings for other disciplines, including history, philosophy, political science, education,

fine art, music and some holdings in the pure and applied sciences. Susan Cozzi of the Library Systems Office compiled and produced the catalogue, following a proposal by former Associate Librarian Roy Bonin, now chief librarian at Laurentian University. Microfiche copies of the entire catalogue and paper copies of listings for individual disciplines may be ordered from the systems office (room 3012, Robarts Library, 978-7636).





May

**Northern Enterprise: Five Centuries of Canadian Business**, by Michael Bliss (McClelland & Stewart; 640 pages; \$39.95). Ranging from the booming but secret cod fishing industry of Bristol seamen off the coast of Newfoundland in the 1400s through the building of a northern resource economy in the 1800s to the rich "post-industrial" Canada of the 1980s, the book examines a wide variety of business dealings that have developed in Canada. Specific themes particular to Canadian business such as the close relationship of government to enterprise, the rise and occasional fall of leading firms and entrepreneurs, the growth of various business institutions and methods, and the various influences on the growth of business including politicians, foreign competition and the inescapable effects of our climate and geography are explored.

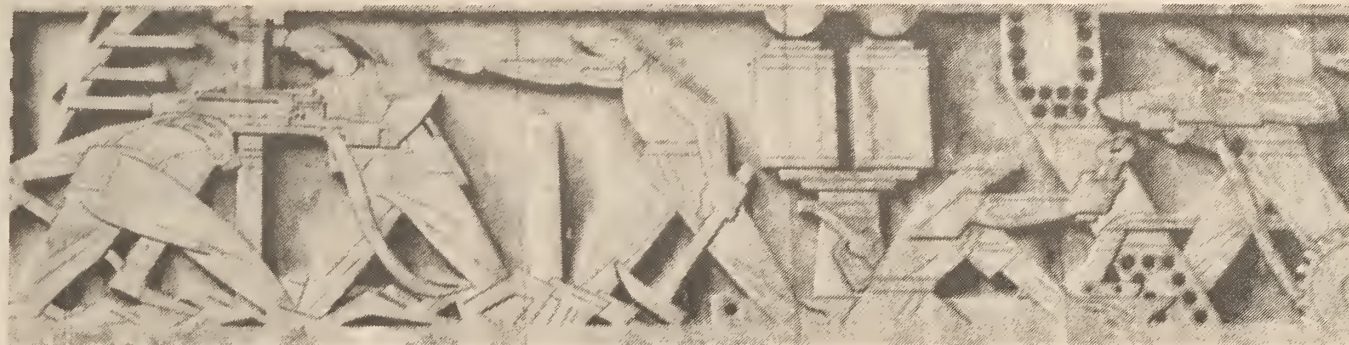
**Canada 1900-1945**, by Robert Bothwell\*, Ian Drummond\* and John English (University of Toronto Press; x, 428 pages; \$27.50). The first half of the 20th century was a period of turbulence in Canada. In this volume the authors consider the status of Canada in the empire and the world, the burgeoning growth of its economy and the development of social and labour problems, up to the beginning of war in 1914. The political currents running through Canada during two wars, the interwar economic boom and depression, and the plans for post-war reconstruction are discussed along with an assessment of the impact of these and other events on Canada's political, economic, social and cultural institutions.

**The Politics of Agricultural Policy-Making in Canada**, by Grace Skogstad (University of Toronto Press; x, 230 pages; \$30). The book presents a close-up study of how agricultural policy has been made in recent years at both the provincial and federal levels. The focus is on three initiatives: the transportation of western grain, a federal responsibility; marketing of commodities, an area of mutual dependence; and income stabilization, a joint responsibility.

**Multi-Institutional Arrangements and the Canadian Health System**, by Sherril B. Gelmon and Bruce J. Fried (Canadian Hospital Association, Ottawa; 107 pages; \$23.95). This annotated bibliography begins with an overview of the development and typology of multi-institutional arrangements. Entries are grouped into seven sections: the development of multi-institutional arrangements; strategy and structure; collaborative relationships; performance; human resources; research issues; and Canadian experiences.

**Samuel Taylor Coleridge: Selected Letters**, edited by H.J. Jackson (Clarendon Press; 306 pages; \$52.50). This selection of Coleridge's published letters concentrates on those of literary and biographical interest. It includes letters from every phase of his career and records the progress of his association with Southey and Wordsworth as well as his struggle against opium addiction. Translations of foreign phrases are given in the text and an introduction, chronology, notes, index and biographical register of correspondence are provided.

**Aeschylus' Orestia: A Literary Commentary**, by D.J. Conacher (University of Toronto Press; x, 230 pages; \$35). Bridging the gulf between the classics specialist and the more general reader, the book provides a detailed



Frieze on the old Toronto Stock Exchange building, from the cover of "Northern Enterprise".

literary analysis of Aeschylus' trilogy, with supplementary material on controversial points of interpretation.

**Assyrian Rulers of the Third and Second Millenia BC (to 1115 BC)**, by Kirk Grayson, with G. Frame and D. Frayne (University of Toronto Press; xxii, 356 pages; \$75). The 20 main volumes of the royal inscriptions of Mesopotamia will present in standard editions all the cuneiform texts of the royal inscriptions from Sumer, Babylonia and Assyria. This first volume covers the earliest inscriptions of the Assyrian periods.

April

**Dictionary of Canadian Biography, Volume VI, 1821-35**, general editor, Frances G. Halpenny (University of Toronto Press; xxiv, 960 pages; \$65). The lives profiled in this volume were shaped by war and its aftermath: the American and French revolutions, the Napoleonic wars and the war of 1812.

**Selected Literary Criticism of Louis MacNeice**, edited by Alan Heuser (Oxford University Press; 286 pages; \$58.50). The present volume — the first of two annotated selections of hitherto-uncollected prose — reveals Louis MacNeice (1907-1963) as a major, Anglo-Irish writer: prolific, intelligent, very human, energetic and accessible. The book includes 56 articles of prose criticism from 1930 to 1963.

**The Collected Letters of Thomas Hardy**, edited by Richard L. Purdy and Michael Millgate\* (Clarendon Press; x, 379 pages; \$75.75). Volume Six (1920-1925) of this comprehensive edition of Hardy's letters.

**The Galician Socialist Soviet Republic (1920)**, by Wasyl Veryha (Shevchenko Scientific Society, N.Y.; xv, 200 pages; \$20). The book, written in Ukrainian with a summary in English, deals with the origins and history of an ephemeral political creation, the Galician Socialist Soviet Republic, which was established as a result of the short-lived occupation of a part of Galicia by the Red Army during the Polish-Soviet war of 1920.

**Primary Analysis: The Differential Calculus**, by D.V. Anderson (Lerned Press, Maple; vii, 126 pages; \$20). This is a practical text introducing calculus by algebraic manipulations of the differential and anti-differential operators. The Taylor series is used in definition of the elementary functions.

Catching Up

November

**Josef Skvorecky: A Checklist**, by Jana Kalish (U of T Library; 232 pages; \$12.50). The checklist covers the period up to the fall of 1983, and includes Skvorecky's translations and critical works as well as his original works. Full bibliographical descriptions are given for the first editions of his novels and short stories.

December

**Demos and Trittys: Epigraphical and Topographical Studies in the Organization of Attica**, by John S. Traill (Athenians, Victoria College; viii, 151 pages; \$36). The book presents an up-to-date account of the system of demes and trittyes, the essential elements of the world's first democracy. It contains recently discovered inscriptions, new topographical finds, reinterpretations of lost and neglected documents and a reassessment of the workings of antiquity's most influential government system. The material is illustrated with tables, photographs, figures and maps.

**Septuaginta Vetus Testamentum Graecum: Auctoritate Academiae Scientiarum Gottingensis**, editum: II, 2 *Leviticus*, edited by John William Wevers (Göttingen: Vandenhoeck & Ruprecht; 328 pages; approx. \$170). The critical text reconstructed on the basis of all extant pre-Gutenberg manuscripts, early versions and patristic citations. This continues the pattern of the editor's previous editions of Genesis, Numbers and Deuteronomy.

**Text History of the Greek Leviticus, Abhandlungen der Akademie der Wissenschaften in Göttingen Philol.-hist. Klasse, 3te Folge, Nr. 153**, by John William Wevers (Göttingen: Vandenhoeck & Ruprecht; 136 pages; approx. \$100). An examination of the text history of the book as found in the apparatus of the edition, comprising a study not only of the textual relationships among the 11 text groups and

recensions, but a detailed defence of the critical text of the edition as well.

January

**William Faulkner Manuscripts 21: The Town** (2 vols.; xiv, 365 pages and iii, 528 pages); **William Faulkner Manuscripts 22: The Mansion** (4 vols.; xv, 524 pages; iii, 532 pages; iii, 603 pages; and iii, 125 pages); **William Faulkner Manuscripts 23: The Reivers** (2 vols; xiii, 400 pages and iii, 404 pages), edited by Michael Millgate (Garland Publishing, N.Y. \$90 (US) each vol.). Part of a series of photographic reproductions of manuscript, typescript and other pre-publication materials for Faulkner's novels and short stories.

February

**Psychogeriatrics: A Practical Handbook**, by D.A. Wasylenki\*, B.A. Martin\*, D.M. Clark, E.A. Lennox, L.A. Perry and M.K. Harrison (Gage Educational Publishing Co.; 220 pages; \$20.80). This book is addressed to the members of various clinical disciplines involved in the management of elderly patients with mental disorders. The most common are described in the context of the many losses which occur with normal ageing. Concise and practical information about the assessment of patients and specific protocols for the prescription of medication and the management of difficult behaviour in institutional and community settings are presented.

\* U of T staff are indicated by an asterisk when multiple authorship or editorship includes non-U of T staff.

## SECRETARY 7 Month Assignment

We are The Princess Margaret Hospital, located in downtown Toronto, and Canada's leading cancer research and treatment centre. As a result of a maternity leave, we are actively searching for a Secretary to join a team of two doctors working at the forefront of knowledge in the areas of gastrointestinal and breast cancers and the pharmacology of new chemotherapeutic agents.

The position is to begin on July 2 and will run until the end of January, 1988. As the successful candidate, your role will have essentially three thrusts — the preparation of research proposals and manuscripts, telephone interaction with patients and organization of the doctors' activities. The environment is fast paced and challenging.

Because of the temporary nature of this position, little time for training is available. Your background already includes secretarial experience and word processing. Experience in a biomedical environment, or some familiarity with the biological sciences, is highly desirable and close to a must. That good organizational skills are required goes without saying.

This position offers a competitive salary and comprehensive benefit package. Please do contact us, quoting file MEL-3 and indicating your salary expectations. **Personnel, The Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario M4X 1K9.**

## THE PRINCESS MARGARET HOSPITAL



# Events

## LECTURES

### University Lectures in Vision.

Dr. Arthur E. Burgess, University of British Columbia.

### Physical Optimization of the Eye.

Tuesday, May 26  
412 Rosebrugh Building.  
4 p.m.

### Physical Basis of Vision.

Wednesday, May 27  
Lecture theatre 1527,  
Hospital for Sick Children.  
4 p.m.  
(Physiology)

### Litigating Peace Issues.

Wednesday, May 27  
Ian Binnie, Q.C., McCarthy  
and McCarthy. 179 University  
College. 8 p.m.  
(Science for Peace)

### Assessing Gorbachev.

Wednesday, June 10  
Prof. Timothy J. Colton,  
Centre for Russian & Euro-  
pean Studies. 179 University  
College. 8 p.m.  
(Science for Peace)

## COLLOQUIA

### "Cyclosilazanes": Synthesis, Coupling and Interconversions.

Wednesday, June 3  
Prof. Uwe Klingebiel, In-  
stitut für Inorganische  
Chemie der Universität  
Göttingen. 428 Lash Miller  
Chemical Laboratories.  
3.30 p.m.

### Structure Elucidation of Marine Saponins by 2-D NMR.

Friday, June 12  
Prof. John Findlay, Univer-  
sity of New Brunswick. 158  
Lash Miller Chemical  
Laboratories. 3.30 p.m.  
(Chemistry and The Ludwig  
Institute for Cancer  
Research, Toronto Branch)

## MEETINGS & CONFERENCES

### Disorder and Noise in Vision.

Monday, May 25  
Symposium; first day of Uni-  
versity Lectures in Vision.  
140 University College. 9.30  
a.m. to 5 p.m.  
Information: P.E. Hallett,  
978-5077.  
(Physiology)

### Faith and Imagination.

Monday, May 25 to  
Wednesday, May 27  
Fourth annual conference of  
the Trinity Divinity  
Associates.  
Madeleine L'Engle will be  
featured speaker; Monday,  
May 25 and Tuesday, May 26  
at the George Ignatieff  
Theatre, Devonshire Place.  
8 p.m.  
Creative workshops and a  
display of important works of  
church art also part of the  
conference.  
Registration fee: \$85,  
students and seniors \$50.  
Information: Sandy Brown,  
978-2651.  
(Trinity College and Trinity  
Divinity Association)

### Academic Affairs Committee.

Thursday, May 28  
Council Chamber, Simcoe  
Hall. 4 p.m.

### Augustine of Hippo: A Sedecentennial Celebration.

Thursday, May 28 to  
Sunday, May 31  
International conference to  
mark the 1600th anniversary  
of the conversion of St.  
Augustine.  
Papers will address three  
themes: Augustine as  
theologian; Augustine in his  
age; and Augustine in 20th-  
century scholarship.  
Speakers include R.J. O'Con-  
nell, Henry Chadwick, E.P.  
Meijering and T.D. Barnes.  
Trinity College.  
Registration fee: \$50,  
students \$30.  
Information: Kelley E.  
McCarthy, 978-2133.  
(Trinity College, Toronto  
School of Theology and  
U of T)

### Planning & Resources Committee.

Monday, June 1  
Council Chamber, Simcoe  
Hall. 4 p.m.

### Committee on Campus & Community Affairs.

Tuesday, June 2  
Council Chamber, Simcoe  
Hall. 4 p.m.

### Business Affairs Committee.

Wednesday, June 3  
Council Chamber, Simcoe  
Hall. 4 p.m.

### Alzheimer's Disease Research Group.

Wednesday, June 3  
First meeting of group being  
established in Toronto to  
facilitate the cooperation of  
workers involved in  
Alzheimer's Disease  
research. 3227 Medical  
Sciences Building. 7.30 p.m.  
Information: Dr. H. Karlin-  
sky, 595-3747.

### Outreach Strategies for the Science for Peace Public Lectures.

Wednesday, June 3  
Proposals offered by an ad  
hoc advisory group and  
others generated at the  
meeting will be discussed.  
179 University College.  
8 p.m.  
(Science for Peace)

### Annual Meeting of the UC Alumni Association.

Sunday, June 7  
Croft Chapter House. 2 p.m.

### Department of Psychiatry 13th Annual Research Day.

Thursday, June 11  
Members of the department,  
residents, fellows and  
graduate students will pre-  
sent synopses of current  
research; keynote speaker  
Dr. Q. Rae-Grant, Depart-  
ment of Behavioural Science.  
Information: Karen  
Drysdale, Psychiatry  
Research Office, 979-2221,  
ext. 2455.

## SEMINARS

### Transmission of the Insulin Signal by Tyro- sine Phosphorylation.

Monday, May 25  
Dr. Morris F. White, Joslin  
Diabetes Center, Boston. 412  
C.H. Best Institute, 112 Col-  
lege St. 4 p.m.  
(Banting & Best Medical  
Research)

### Lung Density by CT Scanning.

Thursday, May 28  
Dr. Nabil Bechai, Toronto  
Western Hospital. 412  
Rosebrugh Building. 1 p.m.  
(Biomedical Engineering)

### Coupling Effects between Thermal and Mechanical Processes in Large Deformations.

Monday, June 8  
Prof. Th. Lehmann, Ruhr-  
Universität Bochum. 252  
Mechanical Engineering  
Building. 4 p.m.  
(Mechanical Engineering)

Rare woodblock prints of Brazil  
from 19th-century English  
newspapers are on display at  
the Robarts library. See Exhibi-  
tions for details.

## EXHIBITIONS

### ROBARTS LIBRARY

#### Improving Your Image.

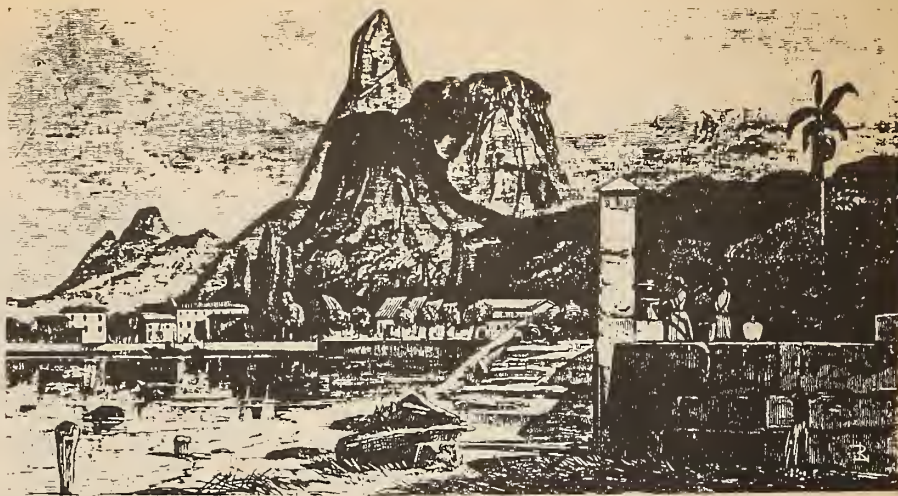
To May 29  
An exhibition of photographs  
by students in the School of  
Continuing Studies course  
"Improving Your Image".  
Main Display Area.

#### Brazil: Illustrations from 19th-Century English Newspapers.

June 1 to July 3  
Rare woodblock prints used  
to illustrate stories in *The Il-  
lustrated London News* and  
*The Graphic*. Main Display  
Area.  
Hours: Monday to Friday,  
8.30 to 12 midnight; Satur-  
day, 9 a.m. to 5 p.m.; Sun-  
day, 1 to 10 p.m.  
(Embassy of Brazil, Ottawa  
and Public & Community  
Relations)

### THOMAS FISHER RARE BOOK LIBRARY

To May 29  
An exhibition of medieval  
manuscripts and early  
printed books from private  
and institutional collections.  
Second floor.  
Hours: Monday to Friday,  
9 a.m. to 5 p.m.



### KOFFLER STUDENT CENTRE

#### Dynamic Image: Pioneering Computer Graphics, 1967 — 1987.

To May 29  
A retrospective exhibition of  
20 years of activity and pro-  
gress in computer graphics  
at U of T. Atrium Mall.  
Hours: Monday, Wednesday,  
Thursday, and Friday,  
8.45 a.m. to 6 p.m.; Tuesday,  
8.45 a.m. to 8 p.m.; Satur-  
day, 10 a.m. to 5 p.m.

### SCARBOROUGH COLLEGE

#### Eighth Annual Juried Student Show.

To May 30  
The Gallery, Scarborough  
College.  
Gallery hours: Monday to  
Thursday, 11 a.m. to 4 p.m.

#### JUSTINA M. BARNICKE GALLERY, HART HOUSE

To June 4  
Earla Alexander.  
Paintings. East Gallery.

George Boileau.  
Sculpture. West Gallery.

### June 11 to July 9 Innovascotia.

Group show by Nova Scotia  
artists; sponsored by Lavalin  
Inc.  
Gallery hours: Tuesday to  
Thursday, 11 a.m. to 9 p.m.;  
Friday and Saturday, 11 a.m.  
to 6 p.m.; Sunday, 2 to 5 p.m.

### FACULTY OF ARCHI- TECTURE & LAND- SCAPE ARCHITECTURE

#### Final Projects

To June 15  
Graduands in Architecture &  
Landscape Architecture. The  
Galleries, 230 College St.  
Gallery hours: Monday,  
Tuesday, Wednesday and  
Friday, 9 a.m. to 5 p.m.;  
Thursday, 9 a.m. to 9 p.m.

## MISCELLANY

### Theatre Night.

Tuesdays, Wednesdays and  
Thursdays, to June 27  
University College, in con-  
junction with Ed and David  
Mirvish, plans a Shakespeare  
lecture, dinner and theatre  
package which includes a lec-  
ture at University College,  
dinner at a Mirvish  
restaurant (optional) and a  
ticket for the play presented  
by The London Shakespeare  
Company. Reservations may  
be made for one, two or  
three evenings: Tuesday,  
*Henry IV, pt. I*; Wednesday,  
*Henry IV, pt. II*; Thursday,  
*Henry V*.  
Information: Debbie Nelles,  
978-2968.

### Campus Walking Tours.

June 1 to September 4  
Hour-long tours of the  
downtown campus conducted  
by student guides. Map  
Room, Hart House.  
10.30 a.m., 12.30 and  
2.30 p.m., Monday to Friday.  
Information: 978-5000.

### Victoria College Spring Reunion.

Thursday, June 4 to  
Saturday, June 6  
This year Victoria honours:  
1917, 1927, 1932, 1937, 1947  
and 1962.  
Thursday, June 4  
Principal Johnson's annual  
reunion dinner. Burwash  
Hall, Victoria College. 6 p.m.

Friday, June 5  
Victoria open house and lun-  
cheon. Victoria Campus and  
Burwash Hall. 10 a.m. to  
2 p.m.

Saturday, June 6  
U of T open house and Presi-  
dent Connell's garden party;  
busing to President Connell's  
home provided from Hart  
House. 10 a.m. to 5 p.m.

### University College Spring Reunion.

Friday, June 5 to Sunday,  
June 7  
The specially honoured years  
are: 1917, 1927, 1937, 1947  
and 1962.

Friday, June 5  
Cocktail receptions. 6 p.m.  
Gala dinner. Howard  
Ferguson Hall, Sir Daniel  
Wilson Residence. 7.30 p.m.

Saturday, June 6  
Reserved for all-University  
reunion activities. Garden  
party at President Connell's  
home; busing provided from  
Hart House. 10 a.m. to  
5 p.m.

Sunday, June 7  
Guided tours of the beautiful-  
ly restored college led by  
Principal Peter Richardson  
and others. 11 a.m.  
Buffet lunch. Croft Chapter  
House. 12 noon.  
Annual Meeting. Croft  
Chapter House. 2 p.m.

## Events deadlines

Please note that information  
for Events listings must be  
received in writing at the  
*Bulletin* offices, 45 Willcocks  
St., by the following times:  
Issue of June 15, for events  
taking place June 15 to  
June 29:  
Monday, June 1  
Issue of June 29, for events  
taking place June 29 to  
July 20:  
Monday, June 15



# Copyright and photocopying: the legal implications

by Denis Marshall

Can Canadian universities afford to pay \$7.5 million per year for the privilege of photocopying? This is what many authors and publishers feel universities owe each year for photocopying from published materials. Proposed changes to the Copyright Act will see authors and publishers collectively negotiate with Canadian universities for this payment.

It is estimated that Canadian schools, colleges, universities and public libraries photocopy 3.4 billion pages each year, 1.2 billion pages of which are from copyrighted materials. Within Canadian universities, 350 million pages are photocopied, 150 million pages of which are from copyrighted materials. A royalty of five cents per copyrighted page would result in payments of \$60 million. About \$7.5 million of this would be owed by universities.

How will this come about? Shortly, the federal government will introduce a bill to substantially revise the Copyright Act.

The underlying theme of copyright protection is that by granting legal protection to intellectual works, creators will have an incentive to produce. In return, the public will have access to these works, and ultimately society will benefit. Copyright legislation, by implication, has always tried to balance the rights of the creator with the need for society to access these creative works.

Creators have complained that the development of technology has altered this balance in favour of the user. Technology, such as photocopying, audio and video taping, software copying and downloading information from data bases, permits the user to reproduce substantial portions of a creator's work without the creator knowing anything about it. Although the user is committing a breach of the Copyright Act, the copyright owner may not know of the breach, and even if he or she does, the amount of damages is nominal compared to the excessively high cost of bringing a legal action. All of this technology, the copyright owner alleges, interferes with the right of the copyright owner to be paid for any reproduction from the work.

In the area of reprography (i.e., copying), no new rights will in fact be given to the copyright owner. The extent of permissible copying without permission of the author will remain. However, the new act will make it easier for copyright owners to enforce their rights through the establishment of copyright collectives and by strengthening penalties.

Given the magnitude of royalty payments expected by the copyright collectives, it is important for educational and library administrators to understand the extent of copying permitted. Tough negotiations are called for to ensure that any royalty payments are both necessary and reasonable.

The Copyright Act confers on the copyright owner a series of exclusive rights, often termed a "bundle of rights", for a limited term of years. Thus copyright protection for a literary work extends for the life of the author plus a further 50 years. This includes the right to reproduce. Where permission is not obtained, copying must be less than a substantial portion of the work; or, if copying is substantial, the

copying must amount to a "fair dealing" with the work for the purposes of "private study, research, criticism, review, or newspaper summary". Any copying in excess of these limits infringes the sole right of the copyright owner.

The question of what is substantial or what is fair dealing for the purpose of private study or research is a determination made by the courts based on the individual facts of the copying transaction.

To determine "substantial", the courts compare both the original work and the copy. Has there been a substantial appropriation by the one party of the independent labour of the other? It depends much more on quality than on quantity. One part of the work, though containing only a few pages, may be the very thing the presence or absence of which would largely promote or retard the sale of the work.

To determine "fair dealing", the courts have to decide whether the copying is for one of the enumerated purposes. There are no specific criteria, but the courts look to see whether the "infringing" use interferes with the economic market for the original work.

A 1984 White Paper proposal would have the courts use three prioritized factors to determine if a particular use was fair: the impact of the use on a copyright owner's economic reward; the type of work involved and its purpose; and the amount or extent of the taking.

What this boils down to is whether the copying interferes with the economic market. If copying is so substantial as to materially reduce demand for the original, then the use is not fair. If it is reasonable that the author expected this work to be used in this particular way, then the use may be fair. Multiple copies of a chapter of a textbook distributed to a class would interfere with the market for that book. A single copy of an article in a journal would not affect the subscription market for the journal, but, if there was a fully developed reprint or document delivery market, then that single copy may interfere with that market. It depends how the market is defined.

A 1985 House of Commons subcommittee report argued that "fair dealing" worked well as a method of determining fairness based on the facts of a particular case. If the activity in question is not for one of the listed purposes then it is not fair dealing. It was not possible to further define fair dealing without sacrificing essential flexibility. It is a doctrine that must be left to the discretion of the courts to mould and shape according to technological developments and existing practices.

Traditionally, all educational and library photocopying without permission, whether for individual use, distribution in the classroom, or inclusion in course materials, has to be justified in this fashion. Either it must be less than a substantial portion of a work or it must not exceed a fair dealing for the purpose of private study or research.

The need to make this fair dealing determination based on the facts of each copying transaction makes it impossible for a library or educational institution to have a copyright policy with specific

guidelines outlining the extent of permissible copying.

The certainty sought by libraries and schools, in the subcommittee's opinion, lies in the negotiation of blanket licences with proposed collectives. A collective is a group of copyright owners who form an association to exercise on their behalf a particular aspect of copyright, for example the right to reproduce by photocopying. These societies obtain from their members assignments of the rights to be administered. They negotiate with users on behalf of all their members. A blanket licence is then negotiated which sets out royalty rates and the conditions under which the licence operates. Thus, a school or library could freely copy up to specified amounts set out in the blanket licence.

At face value, the collective idea is workable. The problem will be negotiation by the institution with the copyright collective to ensure that payments are both necessary and reasonable. Although Canadian universities could enter into blanket licences to cover all photocopying, \$7.5 million may be an expensive solution to pay for "certainty".

The copyright collective would use statistical sampling to generate figures on the total amount of copying. Institutions would have to resist attempts by the copyright collective to include statistics of all photocopying of copyrighted material. How much of the 150 million pages of copying from copyrighted materials would be lawful copying? To what extent do educational institutions already seek copyright permissions from authors and publishers? Although it is difficult for educational institutions to determine what is lawful copying, it is important to have reliable statistics before entering negotiations. If lawful copying is not excluded from the statistics, then a percentage dis-

count should be negotiated to allow for "lawful" copying.

Educational institutions should negotiate for single copy exception and not pay any royalties on this material. Both the US and Australia have what amounts to a single copy exception for educational and library use. Learned societies who control many scholarly journals could be approached to give educational institutions a blanket licence to permit single copying. However, educational institutions should beware of negotiating voluntary guidelines that establish quantitative page limits as to what would be considered beyond fair dealing. These tend to be interpreted as maximum guidelines and permit less copying than fair dealing would. As well, attempts to get individual faculty to sign declarations that their copying does not exceed that permitted by law should be avoided.

The ultimate defence is not to use photocopies in excess of that permitted by fair dealing. Can individual faculty do without certain materials? Can faculty reduce the amount of copies needed for the classroom? Can students read the material in the library?

Clearly, systematic copying will have to be accounted for. Library examples include Interlibrary Loan, multiple copies for Reserve, especially if left on Reserve for more than one term, and potentially even a single copy photocopy service that is systematically operated by a library. Educational examples include multiple copies for classroom use, or the inclusion of photocopies in course materials sold to students.

Given that educational institutions will have to account for multiple copying and enter into blanket licences, they should attempt to negotiate a lower educational rate per page than commercial.

See FORUM : Page 14

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# Recent academic appointments

The Academic Affairs Committee, at its meeting of April 23, approved or received notice of the following appointments:

**Faculty of Applied Science & Engineering**  
**Department of Civil Engineering**  
 Professor Evert Hoek, professor with tenure, from July 1, 1987

**Department of Electrical Engineering**  
 Professor William M. Snelgrove, associate professor with tenure, from July 1, 1987

**Faculty of Arts & Science**  
 Professor Eleanor Cook, associate dean, humanities, from July 1, 1987 to June 30, 1990

Professor Donald E. Moggridge, associate dean, social sciences, from July 1, 1987 to June 30, 1992

**Department of History**  
 Professor Michael G. Finlayson, chair of the undergraduate and graduate departments, from July 1, 1987 to June 30, 1992

**Department of Zoology**  
 Professor Betty I. Roots, chair of the undergraduate and graduate departments, from July 1, 1987 to June 30, 1990 (reappointment)

**Department of Italian Studies**  
 Professors Giuliana Katz and Domenico Pietropaolo, associate professor with tenure, from July 1, 1987

**Faculty of Forestry**  
 Professor Victor R. Timmer, associate professor with tenure, from July 1, 1987

**School of Graduate Studies**  
**McLuhan Program in Culture & Technology**  
 Professor David R. Olson, director, from July 1, 1987 to June 30, 1988 (extension of appointment)

**Faculty of Medicine**  
 Professor John H. Dirks, dean, from July 1, 1987 to June 30, 1994, and professor with tenure, from July 1, 1987

**Department of Behavioural Science**  
 Professor Robin F. Badgley, acting chair, from April 1, 1987 to June 30, 1988

**Department of Biochemistry**  
 Professor Jacqueline Segall, associate professor with tenure, from July 1, 1987

**Department of Biochemistry**  
 Professor Jacqueline Segall, associate professor with tenure, from July 1, 1987

**Department of Medical Biophysics**  
 Professor F. Peter Ottensmeyer, professor with tenure, from March 1, 1987

**Department of Medical Genetics**  
 Professor Huntington F. Willard, associate professor with tenure, from July 1, 1987

**Faculty of Social Work**  
 Professor Sidney D. Olyan, associate dean, from July 1, 1987 to June 30, 1989

**Scarborough College**  
**Division of Life Sciences**  
 Professor Ted L. Petit, professor, from July 1, 1987

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### Miscellaneous

**Your Own Credit Union.** If you are employed by the U of T you can join the Universities and Colleges Credit Union (Unicoll). For further information call 978-5505 and ask for the member services department.

**Passport Photos: We moved!** Now at TGH in rm. CCRW3-802 (3rd floor College St. entrance). Still \$6.50 (Incl. tax) for 2 B/W Polaroid (Cash or Internal Billing only). 595-4084. **Wednesday 11-1** — no appointment necessary.

**ACCENT NEED ADJUSTMENT?** Workshops forming with "accent" on production and formation of the English sound system, English pronunciation and intonation patterns. Now in its third year. Over 200 satisfied graduates attest to its value. Small groups. Personalized attention. Christine Gandy, B.A., Reg. OSLA Language/ Speech Pathologist. 767-6691.

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**SINGLES GROUP.** High Society is a social group whose aim is to bring together professionals and university graduates of all ages. Functions are held regularly, and are open to members only. For membership information call High Society 783-8520.

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**BARBARA EHRENREICH,** noted feminist writer/activist, author of "The Hearts of Men: American Dreams and the Flight From Commitment"; Re-making Love: The Feminization of Sex, speaking FRIDAY, MAY 29th, at O.I.S.E., 252 Bloor Street West, Toronto. Displays 7 p.m., Meeting 8 p.m. \$5.00/\$3.00 (unemp.) Sponsored by Canadian Abortion Rights Action League, 961-1507. Int. for hearing impaired. Wheelchair Accessible.



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MEMBERS & SPOUSES ONLY, PLEASE

## Forum

Continued from Page 14

cial organizations would pay. Where the author's purpose is to publish, not to make a profit, the subcommittee felt that the unique nature of scholarly works should be reflected in the licensing fees charged by collectives for the reproduction of these works. Libraries should also be wary of subscription invoices that attempt to charge libraries a higher rate on the assumption that photocopying occurs. If there is a blanket licence, then this kind of invoicing should not be accepted.

If the collective and the users cannot agree on a proposed tariff, the Copyright Board would have jurisdiction to hear evidence and to set the tariff. Unless completely satisfied, educational institutions should object to all proposed tariffs simply to permit the Copyright Board to hear the evidence.

A particular problem for libraries are coin-operated photocopiers for use by faculty and students. Copyright owners would like to get a percentage of this revenue. Much of this photocopying would be lawful copying in that it consists of less than a substantial portion of the work, or if a substantial portion that it is for the purposes of private study or research. For such infringement as might occur the copyright owners would argue that the library or institution is "authorizing infringement" by merely having a coin-operated machine on the premises. This reasoning stems from an

Australian case where the court would have been prepared to hold that the mere acquiescence on the part of the university library in providing coin-operated photocopiers without adequate copyright warning signs that the users could understand would be "authorizing infringement". Subsequent Australian legislation specifically precludes the library from being liable for any such infringement. It would be unfortunate to make an institution liable and to let the copyright infringer escape liability. It is arguable to what extent a library can be considered to control or supervise photocopiers such that it is "authorizing infringement" if it has posted adequate copyright warning signs. Authorizing implies that a library could actually control what the user is copying.

It is expected that a copyright collective would bring a number of test cases to specifically determine the extent of the fair dealing defence and how far the authorization issue can be taken.

It is important for educational institutions including Canadian universities to act together. One institution should not act to create a precedent for all the rest.

The next stage will be for the government to introduce a bill into the House of Commons. The overall effect will be to dramatically increase the cost of information to educational institutions and users. If educational administrators and teachers (and librarians) are concerned, they should immediately lobby the federal government.

*Denis Marshall is a librarian in the University of Manitoba Law Library. This article was originally published in the University of Manitoba Bulletin.*



# University-industry complex users committee

A users committee for a "University-Industry Complex" has been established by the Office of the Assistant Vice-President (Planning) with a membership as outlined below. Its task is to define programs and devise space plans for the project. The committee should:

1. Determine the needs of the Faculty of Applied Science & Engineering for its planned expanded interaction with industry to the year 2000. New programs and activities include joint research, manpower training, affiliate groups and centres. Numbers of additional academic staff, researchers, support staff and students and special laboratory needs should be stated. These should be specified at an early date so that they can be reviewed and confirmed by the provost. Such programs and activities could well involve units of the University outside the Faculty of Applied Science & Engineering.
2. Define the role, organization and financing of university-industry programs, groups and centres to accommodate. The definition should include:
  - (a) the space and facilities that will be required;

- (b) the management structure, including particularly the procedures for assigning space, providing access to services and periodic review of space allocations;
- (c) the appointments that will be associated specifically with programs, groups and centres;
- (d) the requirements for University and faculty services not specifically provided in the complex;
- (e) the reporting relationship between the programs, groups and centres and the dean;
- (f) facilities and services that can be provided in common;
- (g) floor-by-floor research laboratory and facilities modules that can be adapted and re-adapted to changing requirements at comparatively low cost;
- (h) the use that industry will directly make of the facilities and services.

3. Recommend the most desirable site and building configuration to house the identified industrial interactions so that they are readily accessible by key elements of the Faculty of Applied Science & Engineering and possibly elements of other faculties.

4. Specify the needs of the Department of Mechanical Engineering:

- (a) to replace the space currently occupied by the Heat Engines Laboratory and Fluid Mechanics/Hydraulics Laboratory and associated space; and
- (b) to provide for a modest expansion of programs and facilities according to known requirements to 1993 and anticipated expansion to 2000.

(In planning new replacement facilities for the Heat Engines and particularly for the Fluid Mechanics/Hydraulics Laboratories, other units in the faculty which have a direct interest in the facilities are to be consulted, e.g. civil engineering and chemical engineering.)

5. Define how the private sector and government are likely to participate in funding the capital and operating costs.
6. Determine ways and means of scheduling the project to require a minimum of staging and disruption, and of staging the project when necessary.

The costs of staging and moving should be included in the overall estimates of cost.

In order for the users committee to be able to assess fully the needs for additional space, it will be necessary for the committee to receive a faculty-wide space utilization study, which specifically indicates:

- (i) the amount of space required for each category (for example, research laboratories);
- (ii) the priorities for correcting deficiencies by category (including conversion);
- (iii) those categories of space requiring expansion.

The faculty-wide space utilization study will be prepared by the dean of the faculty in cooperation with the director of the Office of Space Management.

Cost estimates for all of the committee's recommendations will be prepared by the Physical Plant Department, and reported by the users committee.

## Membership:

**Chairman:** Professor M.E. Charles, vice-dean, Faculty of Applied Science & Engineering.

**Members:** Professor P.C. Birkemoe, Department of Engineering; Professor W.R. Cluett, Department of Chemical Engineering & Applied Chemistry; Professor F.C. Hooper, Department of Mechanical Engineering; Professor Alexander McLean, Department of Metallurgy & Materials Science; Professor Henry O'Beirne, Institute of Biomedical Engineering; Professor M.J. Posner, Department of Industrial Engineering; Professor S.G. Zaky, Department of Electrical Engineering; Professor D.G. Corneil, chairman, Department of Computer Science; Janice Oliver, assistant vice-president (facilities and administrative systems); D.W. Lang, assistant vice-president (planning) and university registrar; Geoffrey Goss, assistant vice-president, product marketing, Northern Telecom Ltd.; R.W. Hall, manager, engineering division, Esso Petroleum Canada; and W.W. Peel, regional manufacturing

manager, General Motors of Canada Ltd.

**Secretary:** Elizabeth Sisam, research planning officer for campus and facilities planning.

A subcommittee, consisting of Professors F.C. Hooper (*chairman*), H.J. Leutheusser, Derek McCammond (mechanical engineering), B.J. Adams (civil engineering), and Masahiro Kawaji (chemical engineering and applied chemistry) will address item 4 (a). Its recommendations will be reported to and reviewed by the users committee and, to the extent that they are consistent with the overall concept and space plan, will be incorporated into the final report.

## LETTERS

### Scorn ignores fact

Professor John Furedy's elephantine trumpetings against UTFA (*Bulletin*, May 4) never quite admit to one central fact: my (and others') UTFA dues helped him gain his present salary increase.

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Dennis Duffy  
Department of English  
Innis College



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## University-industry facilities steering committee

A University-industry facilities steering committee has been established by President George Connell. Members are: President Connell, Provost Joan Foley or her designate, Vice-President (Research) D.M. Nowlan, Vice-President (Institutional Relations) D.R. Cameron, Vice-President (Business Affairs) A.C. Pathy, R.A. Burnside, special adviser to the president, Dean R.L. Armstrong of arts and science and Dean G.W. Heinke of applied science and engineering.

### Terms of Reference:

1. To determine the needs and demands for university-industry facilities in the University.
2. To review the role of university-industry initiatives, in particular the role of the university-industry complex, in the University.
3. To identify and review the ways and means of funding university-industry initiatives, including in particular the university-industry complex, and to ensure that various funding proposals are realistic.
4. To review the academic and administrative structure of the university-industry facilities, and the procedures by which space in them is assigned.
5. To review proposals for the location of university-industry facilities.

6. To review the interim and final reports of the university-industry complex users committee.



# CLASSIFIED

A classified ad costs \$8 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before Bulletin publication date, to Marion de Courcy-Ireland, Department of Communications, 45 Willcocks St., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone.

## Accommodation Rentals Available - Metro & Area

**Spacious furnished 1-bedroom** apartment (923 square feet), 26th floor of luxury highrise at Bay and Charles, 5-minute walk from University. From September 1/87 for 12 months. \$1100 per month + hydro. Phone 923-6172 or 978-4579.

**Furnished Sabbatical House** for Rent. 1 July, 1987 — 1 August, 1988. Nine rooms (4 bedrooms) plus two bathrooms. Appliances, piano. Walk-out to patio. Close to schools, stores, subway. Near Lawrence and Yonge. Rent \$1750 plus utilities. Phone 483-6156 or 978-7513.

**Bayview-Broadway-Mt. Pleasant Area.** 2-bedroom apartment, fully furnished, parking, garden, sun-deck and all utilities included. Separate entrance. Non-smokers only. Occupancy: September 1, 1987. \$950 per month. Telephone: 483-1736.

**3 Storey modern townhouse.** Furnished, incl. desks & shelves. Ideal sabbatical couple. Bus at door. June 1, 1987 to August 1988. Non-smokers. \$1600.00 (negotiable). Call 978-4475 or 444-8562.

**Furnished house, Rosedale,** downtown Toronto, mid/late Aug. '87-mid/late Aug. '88, flexible, 4 or 5 bedrooms, den, oak-trimmed din/rm., 2½ baths, 2 fireplaces, piano, playroom, deck, fenced patioed garden, 5 appliances. Quiet tree-lined crescent, near park, bus, shops. \$2,500/mo. 960-4964.

**Mt. Pleasant — Davisville.** Available June 6. Furnished house for rent. Major, minor appliances. 3 bedrooms, 2 baths, garage, deck, large garden, children welcome. NO PETS. \$1400/month plus utilities. 484-9876, after 2 p.m.

**Furnished house for lease.** Sept. 87 to April 88 (dates negotiable). Quiet area close to Yonge/401. Three bedrooms, 2 full bathrooms, living room fireplace, finished rec. room. Large fenced garden, attached garage. \$1300/month. Call 226-2798, evenings.

**Newly decorated renovated rooms** in a bright large private home near U of T. All utilities included. Shared kitchen and bathroom. Could be furnished. Immediate occupancy. References required. 920-4038.

**Summer Sublet.** \$520 monthly inclusive. June — September. Dates flexible. 5 minutes walk to campus. Furnished 1 BR in newly renovated building. Write Martha, c/o Smylie, RR #2, Guelph, Ont. N1H 6H8.

**Spacious 3rd floor Rosedale apt.** — large LR/DR, 3 BR, kit., bath, private entrance — semi-furnished or unfurnished — Sept. 1/87 — Aug. 31/88 — 1 block N. of Castle Frank Subway — suitable for faculty/professional couple. Non-smokers, references. Garage. \$1500/mo. inclusive. (416) 962-4488, 8-9 a.m., 8-11 p.m. or write to Murdock, 55 Castle Frank Rd., Toronto, M4W 2Z5.

**Spacious furnished house** for rent, July 1987 to August 1988 or longer. Seven rooms (four bedrooms), two bathrooms, kitchens. Also as two separate apartments. Garage, huge garden. Appliances, piano. Minutes to TTC, near College/Dovercourt. Rent \$1580 plus utilities. Phone 534-1956 evenings.

**Professor's home,** beautifully furnished, Casa Loma area, minutes from downtown, 4 bedrooms, 2 baths, all appliances, fireplace, patio, two-car garage, quiet crescent. Ideal for family with responsible school age children. Available July 1 to Sept. 1, 1987. Subway, park, shops, tennis, etc. nearby. \$1850 a month plus utilities. References required. Non-smokers preferred. Telephone (416) 534-6123 Richard or Ann.

**House for Rent.** 5 Millbrook Cres. \$1900/mo. + utilities. Available July. Phone 463-0105 evenings. 3 storey brick, detached, 4 bdms. + sun-room, 1½ baths, 2 fireplaces, 5 appliances, deck, fenced yard, garage, parking. Gorgeous renovation.

**Summer Rental.** Furnished apartment, mid-June — early September, quiet High Park area, close to TTC, shopping, 20 min. to U of T. 2 bedrooms, study, living & dining room, deck. \$950/month, utilities included. 532-0166.

**Broadview/Danforth; lower duplex** on two levels; lovely new kitchen; 4-piece bathroom; living/dining room; bedroom; completely finished basement; separate laundry room; oak floors/recent carpet; Chester subway. Available now or June 1. Lease, references. Ideal for a couple. \$995 + utilities. 487-1093.

**Cabbagetown** — Stunning, renovated, fully or partly furnished 2-bedroom, like a townhouse, designer decorated, fireplace, large deck, yard, parking, laundry, dishwasher, cleaning included, July 1st up to 11 months, \$1450 + utilities, references, for appt., 454-0140.

**For Rent: Davisville and Yonge.** Family home. Four bedrooms, two bathrooms, family room, walk out to garden. July and August. \$1200 per month. References. Deposit. 489-3160 after 4 p.m. weekdays.

**Clean 3 bedroom,** fully furnished house for rent. 5 min. walk from Jane subway. Private drive, very close to parks and shopping. September to April. 767-5380.

**Summer Rental.** June 26 to Sept. 15 (or part of). Annex, unique, spacious, furnished 3 bedroom house, 2 baths, fireplace, skylights, deck, jacuzzi, subway, parking, \$1500/month. No pets. 535-2315, 8:30 to 10:30 a.m. Tuesday to Thursday.

**July — August.** North-central Toronto near Yonge/Eglinton subway. Modern high-rise, airy, quiet. 2 bedrooms, 2 bathrooms, fully furnished. Security guard; indoor and guest parking; swimming pool, balcony. Educator(s) preferred. (416) 487-2201/ (416) 349-2211. \$900 per month inclusive.

**Bloor West Village.** 4 bedroom house near subway — den & living-room with fireplaces, large dining room, beautiful wood trim & floors, 2 bathrooms, modern kitchen, 6 appliances, air conditioned, \$1500/mo. plus utilities, 2 yr. lease, available July. 766-2953 evenings.

**Fully furnished 3 bedroom** sabbatical house available Aug. 87 to Aug. 88. St. Clair/Dufferin area. Beautifully renovated, skylight, bright kitchen leading to patio and garden. Major/minor appliances. Walk to schools, shops, recreational facilities. Convenient TTC at door. \$1600/month plus utilities. 653-1652 evenings.

**One bedroom fully furnished** apartment with balcony. Downtown area. From first of September to end of May 1988 or shorter terms available. \$750.00 per month including utilities and cable TV. Parking extra. Please call 925-2543 evenings or 864-5531 during the day and ask for Isabel.

**Casa Loma** — Lovely one-bedroom 3rd floor apartment, completely self-contained with separate entrance, new kitchen and bathroom. Quiet, tree-lined street, close to subway, parks, shopping. Immediate occupancy. \$900/month utilities included. 967-1983.

**Moore Park 5 bedroom house,** Garfield Ave., south garden, furnished, 5 appliances, walk to subway, no pets. \$2400/mo. + util., available Aug. '87 to July '88, 489-1272 evenings.

**Professor's attractive architect-**renovated Victorian house Robert Street near Bloor; furnished, two bedrooms, dining room, study. Parking. Available July-August 1987. \$1,000.00 per month. 962-7936.

**North Rosedale,** bright 3 bedroom house, on large well treed lot, quiet street with park and ravine access, 5 appliances, garage, furnished optional. Available for 1 year beginning July 1st. \$1900/mo., 928-2333 or 927-0159.

**House for rent,** furnished, for one year from July 1987. Dates negotiable. Quiet street off Avenue Rd., south of Lawrence. Excellent schools, shopping. 3 bedrooms, 1½ bathrooms, playroom, piano, patio, garden, off-street parking. \$1,500 per month. References. Call 487-7260 any time.

**Family home 20 minutes** from University. 3 bedrooms plus study. Piano, garage, fenced-in patio, all appliances. Mid-July — Aug. 1 '87 to June-July '88. \$1600 + utilities. Prof. John Moffat, Physics, 978-2949 or 531-3339.

**Bloor & Royal York** — Steps to subway, 4 bedroom home, all conveniences. Available July 1—Aug. 3. Mature, very responsible persons only. Deposit & references required. Inquiries after 6 p.m. (416) 239-3610.

**Central Toronto sublet.** Available July 1 for short-term sublet up to twelve months. 1 bedroom apartment near Upper Canada College. 2 minutes to Avenue Road bus, 10 minutes to Yonge/St. Clair subway. First floor duplexed house. \$550 per month. Partially furnished. Includes heat, utilities. For further information call 483-2864, best between 8 and 10 p.m. or leave message.

**Huntingwood/ Birchmount** — detached luxury 3 bedroom house, 2 baths, garage, large living/dining/kitchen and nook, appliances, large yard. \$1,400 +. Option of renting with the house a 2 bedroom basement apartment with a separate entry & walkout family room, \$700+ — furnished or unfurnished. 293-1629.

**Fully furnished family home** for rent — Available for 10 months. Centrally located (Oakwood & St. Clair). Sept. 1987 — June 1988, 2-3 bedrooms, study, fireplace, fenced yard, steps to TTC; elementary & secondary schools, parking for two cars; \$1500+. 591-8240; 653-4719 after 6:00.

**Sublet, Furnished.** Attractive, sunny 2 BR, 1½ bath apt. 3 minute walk to U of T campus, 30' balcony, air-conditioning, indoor parking, one cable hook-up. Outdoor pool, sundeck, sauna. \$1500/month includes all. Sept. 1st, one year. Non-smokers. Dr. Weiner, 928-0216 (machine); 927-0024.

**High Park old world charm,** walking distance to park, first floor, large one bedroom, self-contained, small verandah, parking, laundry facilities, cable, freshly decorated, suitable for one person, available June 15th on. \$900.00 monthly, utilities included, 233-6549.

**Broadview/Danforth;** super lower duplex on two levels; 3 bedrooms, living room, huge eat-in kitchen, laundry facilities, 4-piece bath; near Chester subway. Parking. Available June 1. Lease. References. Ideal for three graduate students or a small family. \$1050+ utilities. Call Judy at 487-1093.

**Bloor-Manning,** semi-detached 2 storey renovated house. 2 bedrooms, 2 washrooms, basement, front & back yards, garage, fridge, stove, washer, dryer, blinds (for most windows). Avail. Aug. 1. \$1200.00 +. 534-9133.

**Spacious 1-bedroom apartment,** quiet adult building, Forest Hill Village (short, direct subway run to University), indoor parking, central airconditioning, mature, non-smoker. Sublet July 1, 1987 — June 1988, phone 488-3828.

**House and cat sitter required** for July and August. Yonge and Finch. Large, furnished, air-conditioned, three bedroom, two bath home with spacious family room and deck. References required. Rent negotiable. Call 221-7090.

**Furnished, spacious, 2 bedroom** condominium. On subway, 25 minutes to U of T. Balcony, pool, gym, park, golfing, subway, weight room. \$950. Phone Marion 929-3521.

**4 Room bungalow near Woodbine Station.** Available June 1st. Plus family & dining room, 1½ bathrooms, appliances. Unfurnished. Garage, garden, non-smokers, no pets. Rent \$1100 plus utilities. Phone 429-0959.

**One bedroom basement** near Coxwell station. Available June 1st. Private large room, bathroom, kitchen & entrance. Stove & fridge. Non-smokers, no pets. Rent \$550 including utilities. Phone 429-0959.

**Summer sublet \$490 a month.** 8 minutes walk from campus. Professor's 1 BR furnished apartment. June-July-August. Dates flexible. Call (519) 856-9975.

## Accommodation Rentals Required

**Wanted for Summer '87.** House or large apt., furnished, for July-Aug., 2-4 bedrooms, for professional people. Close to U of T. Willing to exchange apt. in NYC. Contact Mary Spire (212) 620-8175 or Jim Stephens (215) 386-8202.

**Most responsible couple,** very clean and tidy, will look after your house in return for a modest rent for June-July (approximately). Best references. 961-7762.

**Visiting professor,** arriving around August 1, wishes to rent furnished or unfurnished one bedroom for 1 year. Will sign lease. Up to \$800/month. Call collect (616) 343-6594 after 5 p.m.

**Wanted to rent or house sit:** Furnished residence, Sept. 1st to April 30th, for Southam fellow, married with small child. Excellent references. Must be walking distance from U of T. Call (306) 653-3294.

**Wanted** — Unfurnished 2-bedroom apartment, duplex or shared house/apt. near U of T, \$800 or thereabouts, July 1 or Sept. 1. Graduate student, quiet, responsible. References. 923-4183.

**Furnished house for visiting** sabbaticant and family. Mid-August to next summer (flexible). Call Pam Linnemann, Dept. of Computer Science, 978-6023.

**Rural, professional,** middle aged couple want city room/bath, or 1 BR apt. in quiet area. Need space only 2,3 nights/week, almost never in town on weekends. References gladly given. After May 29 (519) 855-4005 or 587-4005.

**Sabbatical couple** need furnished accommodation. Sept.-Apr., 1 or 2 brm. Downtown or near subway. Prof. L. Johnson, Queen's University, Kingston. (613) 545-2358 (office), (613) 544-5946 (home).

## Accommodation Shared/Exchanges

**House to share Danforth/Broadview.** Transit. Large, quality renovation; smoke- and pet-free; entire floor, skylights, quiet, private, bedroom and office. Ideal for male or female professor. Considerate and organized housemate wanted. Share entire house \$650 includes cleaning. Ken Shepard Ph.D. 463-0423.

**Victoria/Toronto.** Exchange or lease. Executive transferred to Toronto needs minimum 2 bedroom accommodation in Toronto area. Has gorgeous ½ acre oceanfront home in Victoria. Seeks either house exchange or long term lease. Talbot, (416) 366-7967, (416) 323-1336 or (604) 656-4355 (evenings).

**Home for exchange or rent.** Beautiful country home on 10 acres of bush and farmland. Completely furnished. KLEINBURG, near Toronto — 30 minutes from York University, 1 hour from University of Toronto, 10 minutes from GO Train. Will rent or exchange for suitable accommodation in PARIS, FRANCE for 1 year beginning mid-August, 1987. References requested. Phone (416) 736-2100 ext. 3053 days; (416) 893-1087 evenings.

## Accommodation Overseas

**Paris.** Furn. apt. for rent Aug. 1/87 to July 31/88. 1 bedroom, living room + den. Modern kitchen and bathroom. Near Sorbonne. 5500.00 Fr.F. per month all inclusive. Tel. (416) 924-6057 evenings.

**Sabbatical Rental, Central Oxford.** Two fully furnished luxury two-bedroom flats available August or October for one year or less. Large lvg./dining room, modern kitchen with fridge/freezer and stove, washer/dryer, gas fired central heating, 4 pc. bathroom, linen cupboard, 3 pc. shower room ensuite bedroom. Garage and parking. £600 p.m. excluding gas, hydro and telephone. Call 923-6641, ext. 2236 or 921-1348 (after 9 p.m.).

**Paris** — House for rent, July-August. Contact Mme. Claude Ortega, 49 Rue de la Gare, Villa Marguerite No. 8, Cachan 94350, France. Tel. 1-46-64-67-73.

## Houses/properties For Sale

**Private Sale 114 Brunswick Ave.** Truly one of the Annex's most unique homes. A spectacular Victorian renovation, in absolute Bristol, move-in condition — circa 1885. Lovingly renovated (restored 1980). Original pine baseboards, moldings & bannisters; three original stained glass windows; exposed brick feature walls; quarry & ceramic tile floors; wood-burning fireplace; French doors w/beveled glass; ceiling fan; energy-efficient heat pump; central air-conditioning; electronic air filter-humidifier; central vacuum system w/5 outlets; two baths — ensuite w/Jacuzzi; second floor laundry facilities; two skylights — 5' x 5' & 2' x 4'; original front porch, plus 2 cedar sun decks; garage w/ barn board & etched-glass French door; charming private garden. Best of all, price just recently reduced from \$369,000 to \$330,000 as owners are anxious to sell by June 1st — occupancy negotiable. Call Jeanne or Lyell Shields at 927-9120.

## Vacation/Leisure

**Backpack Canada & United States.** Adventuresome backpacking treks in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the lower Appalachians during the autumn colour season, the Florida Trail, hut hopping in the White Mountains of New Hampshire, the Andes Mountains of Peru (two separate trips — backpacking and guided tour), the North Cascades in Washington State and other exciting treks. For those who feel a full backpacking trip would be too difficult for them, we have some trips where we hike out daily from a base camp in scenic backcountry areas. No experience necessary. Trips are 7 to 10 days' duration (Peru is 17 days). Request brochure. WILLARD'S ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881 daytime, (705) 728-4787 evenings.

**Barbados.** Three comfortable, furnished cottages offering peace & privacy, landscaped gardens & palms. Covered verandahs. General maid service, gardener. Easy access Gibbes Beach (West Coast Road, near Speightstown). Contact McGrath 978-4941 or (evenings) 967-5992.

**Luxury vacation** two-bedroom condominium near Collingwood, Ontario, lakefront. Sleeps six comfortably. Air-conditioned. Fully furnished, carpeted, T.V., appliances, dishwasher, utensils, linen, maid service. Indoor swimming, whirlpool, sauna, gym. Nearby fishing, sailing, windsurfing, golfing. July, \$1000/week. (416) 654-5173 evenings.

**Minden Ontario.** Two bedroom house on the Gull River for rent for summer season. Close to shopping and entertainment. \$500/wk. Write to Jim Hamilton, Box 663, Minden, Ontario or Phone (705) 286-3950.

## CLASSIFIED ADS

Miscellaneous  
and  
Secretarial  
see Page 14

### THE HOME DOCTORS

painting      renovations  
decorating      repairs



534-5582      530-1223